

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Monday, 9 February 2026**

Virtual Hearing

Name of Registrant:	Sara Jayne Jakubowski
NMC PIN:	22D0456E
Part(s) of the register:	Registered Nurse – Sub Part 1 RNA Adult Nurse Level 1 – 8 November 2022
Relevant Location:	Lincolnshire
Panel members:	Simon Banton (Chair, lay member) Sharon Peat (Registrant member) Mitchell Parker (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Clara Federizo
Nursing and Midwifery Council:	Represented by Nina Dunn, Case Presenter
Miss Jakubowski:	Not present and unrepresented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel has determined that the following conditions are proportionate and appropriate:

'For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

- 1. You must restrict your nursing practice to one substantive employer which must not be an agency or involve any bank work.*
- 2. You must not be the sole nurse in charge at any time.*
- 3. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times while being directly observed by another registered nurse of Band 6 (or equivalent) or above.*
- 4. You must meet with your line manager or supervisor on a fortnightly basis to discuss your clinical performance in relation to the following areas:*
 - a. Medication management and administration*
 - b. Infection prevention and control practices*
 - c. Documentation and record keeping*
 - d. Knowledge and understanding of the NMC code*
- 5. You must provide a report from your clinical line manager or supervisor to the NMC prior to any review hearing on your clinical performance and specifically in relation to the following areas:*
 - a. Medication management and administration*
 - b. Infection prevention and control practices*
 - c. Documentation and record keeping*
 - d. Knowledge and understanding of the NMC code*

6. *You must immediately give a copy of these conditions to:*
 - a. *Any organisation you work for.*
 - b. *Any employers you apply to for work (at the time of application).*
 - c. *Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.*

7. *You must tell your case officer, within seven days of your becoming aware of:*
 - a. *Any clinical incident you are involved in.*
 - b. *Any investigation started against you.*
 - c. *Any disciplinary proceedings taken against you.*

8. *You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:*
 - a. *Any current or future employer.*
 - b. *Any educational establishment.*
 - c. *Any other person(s) involved in your retraining and/or supervision required by these conditions.'*

Unless Miss Jakubowski's case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter.

Additionally, Miss Jakubowski or the NMC may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review a panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Jakubowski. The NMC will keep Miss Jakubowski informed of developments in relation to that issue.

This will be confirmed to Miss Jakubowski in writing.

That concludes this determination.