

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 29 July 2026**

Virtual Hearing

Name of Registrant:	Karen Harrison
NMC PIN:	17I0761S
Part(s) of the register:	Registered Nurse - Adult RNA – December 2021
Relevant Location:	West Dunbartonshire
Panel members:	Godfried Attafua (Chair, registrant member) Sally Allbeury (Lay member) Danielle Sherman (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Max Buadi
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Mrs Harrison:	Not present but represented by Jane Pothan, instructed by Anderson Strathern
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 limit your nursing practice to working for one substantive employer. If this is with an agency, you must secure a placement for a minimum of three months within one setting. You must not undertake any bank work.
2. You must not be the sole nurse on duty or nurse in charge on any shift.
3. You must be directly supervised by another registered nurse whenever you are involved in the management and administration of medication until you are formally assessed as competent in that regard by a more senior registered nurse. Evidence of your successful assessment should be sent to your NMC case officer within 7 days of completion.
4. You must ensure that you are indirectly supervised anytime you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse
5. You must meet with your line manager, mentor, or supervisor on a fortnightly basis to discuss your practice generally including:

- Medication administration and management;
 - Completing observations;
 - Record keeping;
 - Prioritisation;
 - Risk Assessments;
 - Care Plans; and
 - Honesty and Integrity.
6. You must send your NMC case officer a report from your line manager, mentor, or supervisor, summarising the outcome of those meetings in relation to:
- Medication administration and management;
 - Completing observations;
 - Record keeping;
 - Prioritisation;
 - Risk Assessments;
 - Care Plans; and
 - Honesty and Integrity.

This report must be provided prior to any review, meeting, or hearing

7. You must keep the NMC informed about anywhere you are working by:
- a) Telling your case officer within seven days of accepting or leaving any employment.
 - b) Giving your case officer your employer's contact details.
8. You must keep the NMC informed about anywhere you are studying by:
- a) Telling your case officer within seven days of accepting any course of study.

- b) Giving your case officer the name and contact details of the organisation offering that course of study.
9. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
10. 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.
11. 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 Mrs Harrison 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, Mrs Harrison or the Nursing and Midwifery Council (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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Harrison. The NMC will write to Mrs Harrison when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Harrison in writing.

That concludes this determination.