

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

**Interim Order Review Hearing
Wednesday, 15 July 2026**

Virtual Hearing

Name of Registrant:	Sara Jayne Jakubowski
NMC PIN:	22D0456E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 08 November 2022
Relevant Location:	Lincolnshire
Panel members:	Wayne Miller (Chair, Lay Member) Corinne Foy (Registrant Member) Marilyn Norman (Lay Member)
Legal Assessor:	Alain Gogarty
Hearings Coordinator:	Angela Nkansa-Dwamena
Nursing and Midwifery Council:	Represented by Nina Dunn, Case Presenter
Miss Jakubowski:	Not present and not represented at the hearing.
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the variation of the following conditions:

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 nurse in charge of any shift, ward or clinical setting at any time.
3. You must not work independently in a community setting without direct supervision by a registered nurse of Band 6 or above.
4. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision will consist of:
 - working at all times on the same shift as, but not always directly supervised by another registered nurse.
 - direct supervision where you are directly observed by another registered nurse any time you are administering medication, until such time as you have been signed off as competent in medication administration by your line manager/mentor/supervisor.
 - direct supervision where you are directly observed by another registered nurse any time you are practising infection prevention and control measures, until such time as you have been signed off as competent in infection prevention and control practice by your line manager/mentor/supervisor.

This will include a competence-based assessment of your medication management and administration skills and infection prevention and control practice, which you must send to the NMC within 7 days of completion.

5. You will work with your line manager or supervisor to create a personal development plan (PDP). The PDP will specifically address the concerns about your:
 - 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 meet with your line manager or supervisor on a fortnightly basis to discuss your PDP 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
7. You will send your case officer the following:
 - a copy of your PDP within one month of you gaining employment as a registered nurse
 - a report from your line manager or supervisor every 3 months. This report will show your progress towards achieving the aims set out in your PDP and comment on the standard of your practice in relation to the areas identified in your PDP.
8. 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

9. 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.

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.

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

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

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Miss Jakubowski's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee still has 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.