

**Nursing and Midwifery Council
Investigating Committee**

Interim Order Review Meeting

Friday, 1 May 2026

Virtual Meeting

Name of Registrant:	Caroline Anne Sempers
NMC PIN:	96C1190E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – (March 1999)
Relevant Location:	York
Panel members:	Angela Williams (Chair, Lay member) Suzie Adam (Registrant member) Mandy Kilpatrick (Lay member)
Hearings Coordinator:	Adaobi Ibuaka
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 limit your nursing practice to a single employer. If it is an agency, you must only accept single placements of at least three months in duration.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse 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.
4. You must ensure that you are directly supervised by another registered nurse anytime you are administering medication until you are formally assessed as competent by a more senior registered nurse. Evidence of your successful assessment should be sent to the NMC within 10 working days of completion.
5. You must meet with your line manager or supervisor fortnightly to discuss your performance in relation to:
 - Medication management and administration
 - Record-keeping
 - Adherence to trust protocols

6. Prior to any review, you should send your NMC case officer a report from your line manager or supervisor commenting on:
 - Medication management and administration
 - Record-keeping
 - Adherence to trust protocols
 - Your compliance with these conditions

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 NMC 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 NMC 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 Sempers' case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Sempers will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Sempers will be invited to attend in person, send a representative on Mrs Sempers' behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Sempers. The NMC will write to Mrs Sempers when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Sempers in writing.

That concludes this determination.