

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 1 August 2024**

Virtual Hearing

Name of Registrant:	Elaine McAdam
NMC PIN	04B0259S
Part(s) of the register:	RNA February 2007 Nurse Independent / Supplementary Prescriber V300 September 2018
Relevant Location:	Lothian
Panel members:	Rama Krishnan (Chair, Lay member) Liane Powell (Registrant member) Ian Hanson (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Ms McAdam:	Present and represented by Deepan Jaddoo, instructed by Unison
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 was of the view that the public would remain suitably protected by the continuation 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 only work for one substantive employer, which must be NHS Lothian
2. You must not undertake any prescribing independently until deemed competent by a *Registered* Medical Practitioner. Evidence of successful attainment of the competencies within the Royal Pharmaceutical Society competency framework for prescribers must be sent to your case officer within seven days of achievement
3. On completion of Condition two, you must undertake clinical supervision fortnightly, discussing your prescribing practice with an appropriately qualified clinician
4. You must obtain a report from your clinical supervisor commenting on your prescribing practice and send it to your NMC case officer at least seven days prior to the next hearing
5. You must have monthly meetings with your line manager/supervisor/mentor to discuss your:
 - a) Record keeping

- b) Clinical assessment and decision making
 - c) Escalation of clinical concerns
6. You must provide a report to your NMC case officer from your line manager/mentor/supervisor at least seven days before any review hearing/meeting. This report must comment on:
- a) Record keeping
 - b) Clinical assessment and decision making
 - c) Escalation of clinical concerns
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) NHS Lothian
 - 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) NHS Lothian
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

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

Unless your 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, you 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, 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. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.