

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

**Interim Order Hearing**

**27 November 2024**

Virtual Hearing

**Name of Registrant:** Kara Louise Hannigan

**NMC PIN** 87Y2235E

**Part(s) of the register:** RN1: Adult nurse, level 1 (27 August 1991)  
RN3: Mental health nurse, level 1 (27 August 1991)

**Relevant Location:** Vale of Glamorgan

**Type of case:** Misconduct

**Panel members:** John Kelly (Chair, Lay member)  
James Carr (Lay member)  
Jim Blair (Registrant member)

**Legal Assessor:** Cyrus Katrak

**Hearings Coordinator:** Leigham Malcolm

**Nursing and Midwifery Council:** Represented by Mr Alex Radley, NMC Case Presenter

**Mrs Hannigan:** Present and represented by Ms Louisa Simpson, counsel, instructed by the Royal College of Nursing (RCN)

**Interim order:** **Interim conditions of practice order (18 months)**

The panel 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 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
  
2. 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.
  
3. 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.
  - e. Any current or prospective patients or clients you intend to see or care for when you are working independently

4. You must tell your case officer, within seven days of your becoming aware of:
  - Any clinical incident you are involved in.
  - Any investigation started against you.
  - Any disciplinary proceedings taken against you.
  
5. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
  - Any current or future employer.
  - Any educational establishment.
  - Any other person(s) involved in your retraining and/or supervision required by these conditions.
  
6. You must limit your nursing practise to working only for the Cardiff and Vale University Health Board (the UHB).
  
7. You must at all times work remotely from your normal place of residence or other workspace that does not form part of the UHB estate.
  
8. You must also attend any medical or nursing conferences remotely, but in doing so you must not hold yourself out as representing UHB at those conferences nor actively participate, for instance by giving a lecture yourself.
  
9. You must not carry out any work which requires you to provide clinical care to individual patients, either directly or indirectly, other than permitted by condition 7.

10. You must not carry out or be involved in, either directly or indirectly, any staff appraisals, PADRs, occupational health referrals or recruitment.

11. You must ensure that you are supervised by your line manager. This supervision is to consist of weekly meetings to discuss your workload and performance.

This interim order is for a period of 18 months, to allow sufficient time for the substantive hearing to conclude, and to allow for any unexpected delays.

Until your substantive case concludes, 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 order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

This will be confirmed to you in writing.

That concludes this determination.