

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

**Interim Order Review Hearing  
Wednesday, 16 April 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Karen Chamberlain</b>
<b>NMC PIN</b>	16I1996S
<b>Part(s) of the register:</b>	Registered Nurse Sub part 1 RNA: Adult nurse, level 1 (25 September 2019)
<b>Relevant Location:</b>	Fife
<b>Panel members:</b>	Tracy Stephenson (Chair, lay member) Kathryn Smith (Registrant member) Rachel Barber (Lay member)
<b>Legal Assessor:</b>	Neil Fielding
<b>Hearings Coordinator:</b>	Bartek Cichowlas
<b>Nursing and Midwifery Council:</b>	Represented by Katherine Soroya, Case Presenter
<b>Miss Chamberlain:</b>	Present and represented by Jennifer McPhee, Anderson Strathern
<b>Interim order to be reviewed:</b>	Interim suspension order (18 months)
<b>Outcome of review:</b>	<b>Interim suspension order replaced with interim conditions of practice order</b>

## **Decision and reasons on interim order**

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

As such it determined that the following conditions were 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 one employer. This must not be an Agency.
2. You must ensure that you are indirectly supervised any time you are working. Your supervision must consist of:
  - a) Working at all times on the same shift as, but not always directly observed by, a registered nurse
  - b) You must not be the nurse in charge
3. You must work with your line manager or mentor to create a personal development plan (PDP). Your PDP must address the concerns about communication, attitude and nursing values. You must:
  - a) Meet with your line manager or mentor weekly for the first month of employment, and subsequently monthly to discuss your progress against your PDP.
  - b) Send your case officer a copy of your PDP once created, and then updates on progress towards achieving the aims set out in your PDP every three months.

4. You must keep a reflective practice profile. The profile will:
  - a) Detail your communication with patients, their families and colleagues
  - b) Be signed by your mentor or line manager each time.
  - c) Contain feedback from your mentor or line manager on how you have communicated with patients, their families and colleagues.
  - d) You must send your case officer a copy of the profile every three months
5. You must keep us 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.
6. You must keep us 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.
7. You must immediately give a copy of these conditions to:
  - a) Any organisation or person 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.
8. 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.
9. 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