

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 26 February 2025**

Virtual Hearing

Name of Registrant:	Mrs Jennifer Cipriano
NMC PIN	24F0185O
Part(s) of the register:	Registered Nurse Adult – RNA –June 2024
Relevant Location:	Lisburn and Castlereagh
Panel members:	Gary Tanner (Chair, Lay member) Helen Hughes (Registrant member) Linda Hawkins (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Dominic Bardill, Case Presenter
Mrs Cipriano:	Present and represented by Danielle McMahon, instructed by Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 one substantive employer. If this is an agency then any placement must be for a minimum period of three months
2. You must not be the sole registered nurse in charge of a shift or only registered nurse on a shift.
3. You must ensure that you are supervised any time you are working. When managing and administering medication, you must be directly supervised by another registered nurse until assessed as competent to do so. You must send evidence of this to the NMC within seven days of receiving it.

You must be indirectly supervised any other times you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.

4. You must meet with your line manager or supervisor at least monthly to discuss your practice in relation to:
 - a) Medication administration and management
 - b) Record keeping

- c) Clinical assessment
 - d) Clinical decision making and managing your workload.
5. You must send a report from your line manager or supervisor to the NMC prior to any review of this case. This report must comment on:
- a) Medication administration and management.
 - b) Record keeping.
 - c) Clinical assessment.
 - d) Clinical decision making and managing your workload.
6. 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.
7. 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.
8. 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.

9. 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.

10. 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.

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 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 a 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.

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 decision will be confirmed to you in writing.

That concludes this determination.