

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 19 - Thursday, 20 February 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Karen Emily Lynn
<b>NMC PIN</b>	11C0463E
<b>Part(s) of the register:</b>	Registered Nurse - Learning Disabilities – RNLD – April 2012
<b>Relevant Location:</b>	Northern Ireland
<b>Panel members:</b>	Katriona Crawley (Chair, lay member) Judy Shevlin (Registrant member) Howard Millington (Lay member)
<b>Legal Assessor:</b>	Caroline Hartley
<b>Hearings Coordinator:</b>	Eidvile Banionyte
<b>Nursing and Midwifery Council:</b>	Represented by Alastair Kennedy, Case Presenter
<b>Ms Lynn:</b>	Present and represented by Eoghan McCarthy, instructed by the Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## 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 a single substantive employer, which must be the Belfast Health and Social Care Trust.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are indirectly supervised at any time you are working. This means working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must hold monthly meetings with your line manager or supervisor to discuss your nursing practice. These discussions must include:
  - a) Patient care.
  - b) Safeguarding.
  - c) De-escalation.
5. You must prior to any review hearing obtain and provide your Nursing and Midwifery Council (NMC) officer with a report, commenting on your progress in relation to these areas of practice:
  - a) Patient care.
  - b) Safeguarding.
  - c) De-escalation.

You must send this report to your case officer seven days before the next review hearing.

6. 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.
  
7. 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.
  
8. 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.
  
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.

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 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 will be confirmed to you in writing.

That concludes this determination.