

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 23 January 2025**

Virtual Hearing

Name of Registrant:	Aida Karic
NMC PIN	22D0748E
Part(s) of the register:	Registered Nurse Adult Nursing – RNA – July 2023
Relevant Location:	Hull
Panel members:	Godfried Attafua (Chair, registrant member) Aileen Cherry (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	John Caudle
Hearings Coordinator:	Catherine Blake
Nursing and Midwifery Council:	Represented by Marcia Persaud, Case Presenter
Miss Karic:	Not present and not represented at the hearing
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 determined that the following conditions are necessary, 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 work for one substantive employer. This must not be an agency or bank.
2. You must not be the nurse in charge of any shift.
3. You must be directly supervised any time you are involved in the administration and management of medication until you are assessed and signed off as competent by another registered nurse. Evidence of successful completion of the assessment must be sent to the NMC within 7 days of completion.
4. You must ensure that you are supervised any time you are working. Such supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must have monthly meetings with your line manager/mentor/supervisor to discuss your performance in the following areas or concern:
 - a) Medication administration

- b) Practising outside scope of practice
 - c) Record keeping
6. You must provide the NMC with a report from your line manager/mentor/supervisor outlining your progress in the areas outlined above prior to any future review.
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) 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.
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) 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 Miss Karic's 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, Miss Karic 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 Miss Karic. The NMC will write to Miss Karic when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Karic in writing.

That concludes this determination