

Nursing and Midwifery Council
Investigating Committee
New Interim Order Hearing
Friday, 14 March 2025
Virtual Hearing

Name of registrant:	Miss Sara Jayne Jakubowski
NMC PIN:	22D0456E
Part(s) of the register:	Registered Nurse - Adult RNA – November 2022
Relevant Location:	Grimsby
Panel members:	Neil Calvert (Chair, Lay member) Suzie Adam (Registrant member) Louise Elaine Jones (Lay member)
Legal Assessor:	Juliet Gibbon
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Miss Jakubowski:	Not present and not represented
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 18 months.

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 restrict your nursing practice to one substantive employer which must not be an agency or involve any bank work.
2. You must not be the sole nurse in charge at any time.
3. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times while being directly observed by another registered nurse of Band 6 (or equivalent) or above.
4. You must meet with your line manager or supervisor on a fortnightly basis to discuss your clinical performance in relation to the following areas:
 - a. Medication management and administration
 - b. Infection prevention and control practices
 - c. Documentation and record keeping
 - d. Knowledge and understanding of the NMC code
5. You must provide a report from your clinical line manager or supervisor to the NMC prior to any review hearing on your clinical performance and specifically in relation to the following areas:
 - a. Medication management and administration
 - b. Infection prevention and control practices
 - c. Documentation and record keeping
 - d. Knowledge and understanding of the NMC code
6. You must immediately give a copy of these conditions to:

- a. Any organisation 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.
7. 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.
8. 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

The panel decided to impose the interim conditions of practice order for a period of 18 months as the NMC's investigation is at an early stage and is likely to be complex.

The panel was mindful Miss Jakubowski is a relatively newly qualified nurse and that whilst the conditions are stringent to address the public protection concerns and satisfy the public interest in this case, they would provide her with the opportunity to demonstrate safe and effective practice at a future reviewing panel. A future reviewing panel would be greatly assisted by oral or written submissions made by, or on behalf of, Miss Jakubowski in relation to her nursing practice including any steps she has taken to strengthen her practice.

Unless Miss Jakubowski's case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at a meeting and she will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, the panel will review the interim order at a hearing which Miss Jakubowski will be invited to attend in person, send a representative on her behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Jakubowski. The NMC will write to Miss Jakubowski when the case is ready for the next stage of the fitness to practise process.

That concludes this determination.

This decision will be confirmed to Miss Jakubowski in writing.