

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 28 February 2024**

**Virtual Hearing**

<b>Name of Registrant:</b>	Elaine McAdam
<b>NMC PIN</b>	04B0259S
<b>Part(s) of the register:</b>	RNA February 2007 Nurse Independent / Supplementary Prescriber V300 September 2018
<b>Relevant Location:</b>	Lothian
<b>Panel members:</b>	Gary Tanner (Chair, lay member) Alister Campbell (Registrant member) Louise Jones (Lay member)
<b>Legal Assessor:</b>	Gaon Hart
<b>Hearings Coordinator:</b>	Khatra Ibrahim
<b>Nursing and Midwifery Council:</b>	Represented by Beverley Da Costa, Case Presenter
<b>Mrs McAdam:</b>	Present and represented by Deepan Jaddoo, instructed by UNISON
<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 only work for one substantive employer, which must be NHS Lothian
2. You must not undertake any prescribing independently until deemed competent by an Approved Medical Practitioner. Evidence of successful attainment of the competencies within the Royal Pharmaceutical Society competency framework for prescribers must be sent to your case officer within seven days of achievement
3. On completion of Condition two, you must undertake clinical supervision fortnightly, discussing your prescribing practice with an appropriately qualified clinician
4. You must obtain a report from your clinical supervisor commenting on your prescribing practice and send it to your NMC case officer at least seven days prior to the next hearing
5. You must have monthly meetings with your line manager/supervisor/mentor to discuss your:
  - a) Record keeping

- b) Clinical assessment and decision making
  - c) Escalation of clinical concerns
- 6. You must provide a report to your NMC case officer from your line manager/mentor/supervisor at least seven days before any review hearing/meeting. This report must comment on:
  - a) Record keeping
  - b) Clinical assessment and decision making
  - c) Escalation of clinical concerns
  
- 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) NHS Lothian
  - 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) NHS Lothian
  - b) Any educational establishment.
  - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to make this interim order for a period of 18 months. This is to allow the NMC and other investigations to be completed in a timely manner.

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.