

**Nursing and Midwifery Council  
Fitness to Practice Committee**

**Interim Order Review Hearing  
Wednesday 15 May 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Gerrard Archer
<b>NMC PIN</b>	11C0466E
<b>Part(s) of the register:</b>	RNMH: Mental Health Nurse Level 1 16 April 2012
<b>Relevant Location:</b>	Bolton
<b>Panel members:</b>	Paul O'Connor (Chair, Lay member) Karen Shubert (Registrant member) Jayanti Durai (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Claire Stevenson
<b>Nursing and Midwifery Council:</b>	Represented by Hena Patel, Case Presenter
<b>Mr Archer:</b>	Not present and not represented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

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 yourself to one substantive employer. If you are employed through an agency, the agency must only appoint you to a substantive post within one organisation.
2. You must not be a lone worker in a community setting or the sole registered nurse on shift.
3. When working as a registered nurse, you must ensure that you are supervised by another registered nurse. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must meet with your line manager, mentor, or supervisor at least fortnightly to discuss your standard of delivery of care to patients, including:
  - a) Medication management and administration;
  - b) Record keeping; and
  - c) Reviewing your workload.
5. You must send your case officer a report from your line manager, mentor or supervisor prior to any review hearing including reference to your:

- a) Medication management and administration;
  - b) Record keeping;
  - c) Reviewing your workload; and
  - d) Standard of delivery of care to patients.
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 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.
  - d) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
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 Agency.
  - b) Any current or future employer.
  - c) Any educational establishment.
  - d) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Mr Archer'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, Mr Archer 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mr Archer. The NMC will keep Mr Archer informed of developments in relation to that issue.

This will be confirmed to Mr Archer in writing.

That concludes this determination.