

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 2 May 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Jose Fernandes
<b>NMC PIN</b>	16C0794C
<b>Part(s) of the register:</b>	Registered Nurse - Adult March 2016
<b>Relevant Location:</b>	London
<b>Panel members:</b>	Kiran Gill (Chair, lay member) Elizabeth Williamson (Registrant member) Elaine Weinbren (Lay member)
<b>Legal Assessor:</b>	Nigel Mitchell
<b>Hearings Coordinator:</b>	Monowara Begum
<b>Nursing and Midwifery Council:</b>	Represented by Harry Stallard, Case Presenter
<b>Mr Fernandes:</b>	Present and not represented, assisted by Katya Ann, Portuguese interpreter
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 work for one substantive employer. This must not be an agency.
2. You must ensure that you are indirectly supervised at any time that you are working. Your supervision must consist of: working at all times on the same shift as, but not always directly observed by, a registered nurse.
3. You must not work as the nurse in charge.
4. You must not administer medication unsupervised until deemed competent to do so by a registered nurse. Evidence of this must be provided to the NMC within 7 days of completion.
5. You must attend monthly meetings with your line manager, mentor, or supervisor to discuss medication administration and escalating deteriorating patients.
6. You must obtain and provide a report to the NMC from your line manager, mentor or supervisor prior to any review hearing commenting on your progress in relation to the administration of medication and the escalation of deteriorating patients.
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 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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.