

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday 14 August 2024**

Virtual Hearing

Name of Registrant: Anthony Stapylton

NMC PIN: 78A3573E

Part(s) of the register: Registered Nurse – Sub Part 2
Adult Nursing (Level 2) - 18 January 1980

Registered Nurse – Sub Part 1
Adult Nursing (Level 1) – 9 April 1990

Relevant Location: Hertfordshire

Panel members: Katriona Crawley (Chair, Lay member)
Debbie Holroyd (Registrant member)
Louise Jones (Lay member)

Legal Assessor: John Bassett

Hearings Coordinator: Claire Stevenson

Nursing and Midwifery Council: Represented by Giedrius Kabasinskas, Case
Presenter

Mr Stapylton: Not present and not represented at the
hearing

Interim order to be reviewed: Interim conditions of practice order (18
months)

Outcome of review: **Interim conditions of practice order varied**

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 a single substantive employer which must not be an agency.
2. You must be directly supervised by a Registered Nurse when administering or managing all medication until deemed competent to do so by another Registered Nurse. The NMC is to be informed once your competency has been confirmed within 7 days.
3. You must ensure that you are indirectly supervised by a Registered Nurse any time 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.
4. You must not be the sole nurse in charge of any shift.
5. You must have fortnightly meetings with your line manager/mentor/supervisor to discuss your performance in relation to:
 - a) the delivery of safe and compassionate clinical care;
 - b) medication management and administration;
 - c) communication and record keeping.

6. You must obtain a report from your line manager/mentor/supervisor which focuses on your performance in relation to:
 - a) the delivery of safe and compassionate clinical care;
 - b) medication management and administration;
 - c) communication and record keeping.

This report must be sent to the NMC case officer prior to every subsequent review of the order

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 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).
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

Unless Mr Stapylton'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 Stapylton 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 Mr Stapylton. The NMC will write to Mr Stapylton when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Stapylton in writing.

That concludes this determination.