

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday 9 December 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Michael O’Dea</b>
<b>NMC PIN:</b>	15F1834E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 21 September 2015
<b>Relevant Location:</b>	Warrington
<b>Panel members:</b>	Petra Leseberg (Chair, Lay member) Hayley Ball (Registrant member) Sarah McAnulty (Lay member)
<b>Legal Assessor:</b>	Caroline Hartley
<b>Hearings Coordinator:</b>	Salima Begum
<b>Nursing and Midwifery Council:</b>	Represented by Tessa Donovan, Case Presenter
<b>Mr O’Dea:</b>	Not present and unrepresented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	Interim conditions of practice order confirmed

## Decision and reasons on interim order

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

'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 your work to one substantive employer which should not be an agency.
2. You must not be the nurse in charge.
3. At any time, you are working as a registered nurse you must ensure that you are directly supervised by another registered nurse, until you are assessed and deemed competent to do so without such supervision.
4. You must meet with your line manager, mentor, or supervisor fortnightly to discuss your performance in relation to your:
  - a) clinical practice;
  - b) communication skills; and
  - c) [PRIVATE]
5. Prior to any review you must provide a report from your line manager, supervisor or mentor to your Nursing and Midwifery Council (NMC) Case Officer commenting on your:
  - a) clinical practice;
  - b) communication skills; and
  - c) [PRIVATE]

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.
  
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 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 Mr O'Dea'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 O'Dea 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. Mr O'Dea's case officer will write to him 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 Mr O'Dea. The NMC will write to Mr O'Dea when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr O'Dea in writing.

That concludes this determination.