

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

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

Virtual Hearing

<b>Name of Registrant:</b>	<b>Mark Rayner</b>
<b>NMC PIN</b>	20F1568E
<b>Part(s) of the register:</b>	Registered Nurse (Sub Part 1) Mental Health (Level 1) 30 September 2020
<b>Relevant Location:</b>	North Tyneside
<b>Panel members:</b>	Rachel Ellis (Chair, Lay member) Jane Colbourne (Registrant member) Michael Glickman (Lay member)
<b>Legal Assessor:</b>	Michael Bell
<b>Hearings Coordinator:</b>	Maya Khan
<b>Nursing and Midwifery Council:</b>	Represented by Stephen Page, Case Presenter
<b>Mr Rayner:</b>	Not present and not represented at the hearing
<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 was of the view that the public would be suitably protected the following varied conditions:

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 employment as a registered nurse to one substantive employer, and it must not be an Agency.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are 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 meet with your line manager/supervisor/mentor monthly to discuss your clinical practice and to specifically discuss:
  - a. Record keeping
  - b. Patient risk assessments
  - c. Patient report writing
5. If you are working in a community nursing role, you must hold a discussion with your line manager/supervisor/mentor at the end of each shift to discuss your:
  - a. Record keeping

- b. Patient risk assessments
- c. Patient report writing

You must do this until you are formally assessed as competent by your line manager/supervisor/mentor so that you do not require the daily discussions. You must provide evidence of this to the NMC within 7 days of completion.

6. You must provide the NMC with a report from your line manager/supervisor/mentor, before any review hearing, commenting on your progress with particular regard to:
  - a. Record keeping
  - b. Patient risk assessments
  - c. Patient report writing
  
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

The panel decided to confirm these varied interim conditions of practice. They will run for the remainder of the current interim order.

Unless Mr Rayner'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 Rayner 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 Rayner's case officer will write to him about this in due course.

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

This will be confirmed to Mr Rayner in writing.

That concludes this determination.