

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 30 December 2024**

Virtual Hearing

Name of Registrant:	Andrew Rogers
NMC PIN:	10F0604E
Part(s) of the register:	RNA: Registered Nurse – Adult (9 September 2010)
Relevant Location:	Norwich
Panel members:	Christopher Taylor (Chair, Registrant member) Nariane Chantler (Registrant member) John Anderson (Lay member)
Legal Assessor:	Ian Ashford-Thom
Hearings Coordinator:	Yewande Oluwalana
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Mr Rogers:	Present and unrepresented
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

The panel has determined that the following conditions are necessary, 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 your nursing practice to Norfolk and Norwich University Hospital NHS Trust.
2. You must not be the Nurse in Charge of any shift
3. You must limit your nursing practice to day shifts only
4. 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.
5. You must have monthly meetings with your line manager, mentor or supervisor to discuss your:
 - a) Professional boundaries
 - b) Professional conduct in the workplace
 - c) Appropriate communication with colleagues
6. You must obtain a report from your line manager, mentor or supervisor commenting on the following:
 - a) Professional boundaries

- b) Professional conduct in the workplace
- c) Appropriate communication with colleagues

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 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) Norfolk and Norwich University Hospital NHS Trust.
- 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 incident you are involved in which involves sexual misconduct and/or inappropriate communication.

- b) Any investigation started against you which involves sexual misconduct and/or inappropriate communication.
- c) Any disciplinary proceedings taken against you which involves sexual misconduct and/or inappropriate communication.

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 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 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.