

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 27 June 2024 – Friday, 28 June 2024,
Monday, 1 July 2024**

Virtual Hearing

Name of Registrant:	Adam Michael Fitton
NMC PIN	15G0651E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 18 December 2015
Relevant Location:	Stevenage
Panel members:	Diane Meikle (Chair, Lay member) Lynn Bayes (Registrant member) Howard Millington (Lay member)
Legal Assessor:	Jayne Wheat
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by James Edenborough, Case Presenter
Mr Fitton:	Present and represented by Tom Stevens, instructed by the Royal College of Nursing (RCN)
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.

As such it 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. Whenever you are required to access clinical records as part of your clinical duties, you must be directly supervised by a registered nurse or your line manager.
2. You must attend monthly meetings with your line manager or supervisor to discuss:
 - Training in GDPR
 - Training in maintaining professional boundaries
 - Ethics in nursing
3. You must obtain a report from your line manager or supervisor every month. Each report must contain details of your compliance with these conditions and a record of your monthly meetings in respect of:
 - Training in GDPR
 - Training in maintaining professional boundaries
 - Ethics in nursing
4. You must send your case officer the report from your line manager or supervisor before every review hearing.

5. 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.

6. 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.

7. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
 - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

8. 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.

9. 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

The panel decided to make this interim order for a period of 18 months, as the investigation is in it's early stages and will require significant time to conclude.

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.