

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

**Interim Order Review Hearing  
Friday, 12 July 2024**

Virtual Hearing

|                                       |   |
|---------------------------------------|---|
| <b>Name of Registrant:</b>            | <b>Paul Vincent Flynn</b>   |
| <b>NMC PIN:</b>                       | 89C0052S  |
| <b>Part(s) of the register:</b>       | Registered Nurse<br>General (Level 2) – 18 October 1990   |
| <b>Relevant Location:</b>             | East Dunbartonshire   |
| <b>Panel members:</b>                 | Adrian Ward (Chair, Lay member)<br>Elaine Bowden (Registrant member)<br>Georgina Wilkinson (Lay member) |
| <b>Legal Assessor:</b>                | Suzanne Palmer  |
| <b>Hearings Coordinator:</b>          | Sabrina Khan  |
| <b>Nursing and Midwifery Council:</b> | Represented by Samprada Mukhia, Case<br>Presenter   |
| <b>Mr Flynn:</b>                      | Present and unrepresented   |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18<br>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 remain suitably protected by the implementation of 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 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.

2.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. Giving your case officer your employer's contact details.
- b) Giving your case officer the name and contact details of the organisation offering that course of study.

3.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.

- d) Any current or prospective patients or clients you intend to see or care for when you are working independently.

4. 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.

5. 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.

6. You will send the NMC a report, detailing your compliance with these conditions, seven days in advance of the next NMC hearing or meeting from your line manager.

7. You must limit your nursing practice to one substantive employer and this employer may be an agency provided that you are placed in a single placement for a period of at least three months.

8. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:

- a. Working at all times while being indirectly supervised by a registered nurse anytime you are working.
- b. Fortnightly meetings to discuss your clinical caseload with a registered nurse.

c. You must keep written and contemporaneous notes of these meetings and these notes must be signed by the registered nurse who participated. These notes must be provided to your NMC case officer every two weeks and prior to any review of this order.

9. You will complete all relevant training in relation to (a) - (f) below, and you will send your case officer evidence upon successful completion of the following:

- a) Safer Moving & Handling
- b) Record Keeping
- c) Treating patients with dignity
- d) Escalation of concerns
- e) Step into Leadership Modules on SSSC
- f) Mandatory training

The panel decided to vary the interim conditions of practice order as above and it will run for the remainder of the current interim order.

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 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. Your case officer will write to you about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.