

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 24 July 2024**

Virtual Hearing

Name of Registrant:	Frederick Shaw
NMC PIN:	78H0030N
Part(s) of the register:	Registered Nurse - Learning Disabilities Nursing – RN5 – May 2001
Relevant Location:	County Antrim
Panel members:	Christopher Taylor (Chair, Registrant member) Elizabeth Williamson (Registrant member) Hazel Wilford (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	John Kennedy
Nursing and Midwifery Council:	Represented by Dr Lucie Danti, Case Presenter
Mr Shaw:	Present and represented by Gerard McGettigan, instructed by 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.

It 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 practice to Belfast Health and Social Care Trust. You must not carry out bank shifts.
2. You must ensure that at all times you are working you are directly supervised by another registered nurse.
3. You must have fortnightly meetings with your line manager, supervisor, or mentor to discuss:
 - a) Your conduct and performance in the workplace
 - b) Your use of control and restraint techniques.
4. Prior to any review you must obtain and send to your NMC Case Officer a report from your line manager, supervisor, or mentor which comments on:
 - a) Your conduct and performance in the workplace
 - b) Your use of control and restraint techniques.
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 immediately give a copy of these conditions to Belfast Health and Social Care Trust.
7. You must tell your case officer, within seven days of your becoming aware of:
- a) Any clinical incident you are involved in relating to any repetition of the regulatory concerns.
 - b) Any investigation started against you relating to any repetition of the regulatory concerns.
 - c) Any disciplinary proceedings taken against you relating to any repetition of the regulatory concerns.
8. 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) Belfast Health and Social Care Trust.
 - b) 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 NMC investigation cannot progress until the PSNI investigation concludes.

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.