

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 4 June 2024**

Virtual Hearing

Name of Registrant:	Gary Baron
NMC PIN	11A1015E
Part(s) of the register:	Registered Nurse Nursing – RNA – March 2012
Relevant Location:	Manchester
Panel members:	Judith Ailsa Ebbrell (Chair, registrant member) Carolyn Jenkinson (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Alexandra Smith
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Mr Baron:	Present and represented by George Pollitt, 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.

The panel 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. You must restrict your nursing practice to one substantive employer, which must not be an agency.
2. You must not be the sole nurse in charge of any shift.
3. You must ensure that you are directly supervised by a Registered Nurse any time you are working, until you have been formally assessed as being competent to practise independently by your line manager, supervisor, or mentor.
4. Once formally assessed as competent, you must be indirectly supervised by another registered nurse, this means working on the same shift as, but not directly supervised by, another registered nurse.
5. You must meet with your line manager, mentor or supervisor monthly to discuss your clinical performance and conduct specifically in relation to the following:
 - Patient assessment and monitoring.
 - Identification, escalation and management of deteriorating patients.
 - Documentation and record keeping
 - Medications management

- Prioritising workload
 - Your general conduct in the workplace
6. You must send the NMC a report from your line manager, mentor or supervisor before each review hearing in relation to your clinical performance and conduct specifically in relation to the following:
- Patient assessment and monitoring.
 - Identification, escalation and management of deteriorating patients.
 - Documentation and record keeping
 - Medications management
 - Prioritising workload
 - Your general conduct in the workplace
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 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.
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.
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) Your employer.
 - b) Any current or future employer.
 - c) Any educational establishment.
 - d) 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 Nursing and Midwifery Council (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 a 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.