

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 6 June 2024**

Virtual Hearing
Nursing and Midwifery Council

Name of Registrant:	Denis Sally
NMC PIN	22K0458O
Part(s) of the register:	Registered Nurse - Adult RNA November 2022
Relevant Location:	Birmingham
Panel members:	Angela Williams (Chair, lay member) Carole Panteli (Registrant member) Alison Fisher (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Alexandra Smith
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Mr Sally:	Present and represented by Dan Santos-Costa, 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 limit your nursing practise for one substantive employer, which cannot be an agency and you cannot undertake any bank work.
2. You must not be in the nurse in charge or sole nurse on duty on any shift.
3. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times, while being directly observed by a registered nurse.
4. You must undergo fortnightly meetings with your line manager, supervisor or mentor to discuss your standards of knowledge, skill, judgement, record keeping, and communication required of a Band 5 nurse.
5. You must provide a report to the NMC before the next review hearing, from your line manager, supervisor or mentor, which discusses your standards of knowledge, skill, judgement, record keeping, and communication required of a Band 5 nurse.
6. You must keep us 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.
7. You must keep us 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.
8. 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.
9. 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.
10. 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 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.