

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

**Interim Order Review Hearing
Thursday 28 November 2024**

Virtual Hearing

Name of registrant:	Cristian Gabriel Barcan
NMC PIN:	15D0103C
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 9 April 2015
Relevant Location:	Wokingham
Panel members:	Adrian Ward (Chair, Lay member) Catherine McCarthy (Registrant member) Paula Charlesworth (Lay member)
Legal Assessor:	Robin Hay
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Fiona Williams of Counsel
Mr Barcan:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

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 practice to one substantive employer. If the substantive employer is an agency, you must work in each clinical placement for a continuous period of not less than three months.
2. You must send your case officer evidence that you have successfully completed training within the next three months in relation to:
 - Medication Administration
 - Communication

This training can be completed online.

3. You must not dispense or administer any medications unless directly supervised by a workplace supervisor or mentor who is a registered nurse or doctor. This supervision will consist of being observed preparing and administering medications until you have been assessed and deemed competent to administer and record medication unsupervised by your workplace supervisor or mentor.

To be deemed competent you must have undertaken and

successfully completed at least five supervised medication competency assessments over five different shifts. Each assessment must also include assessing the associated record keeping. Each assessment must take place on a different shift. You will send your case officer the medication administration competencies once all five have been completed.

4. You must work with your line manager, supervisor, or mentor, to create a personal development plan (PDP) and meet monthly with them to discuss your progress. Your PDP must address the following areas:
 - a) Medication administration and management.
 - b) communication with patients.

You must:

- Send your case officer a copy of your PDP within four months of these undertakings becoming effective.
- Send your case officer a report from your line manager, supervisor or dedicated mentor every three months. This report will show your progress towards achieving the aims set out in your PDP.

5. Following completion of your PDP, your line manager, supervisor or mentor will create a report detailing your level of understanding, competence and if they have any concerns regarding your ability to return to unrestricted practice surrounding:
 - a) Medication administration and management
 - b) communication with patients.

You must:

- Send your case officer a copy of this report from your line manager, supervisor, or dedicated mentor within one month of completion of your PDP.
6. 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.
 7. 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.
 8. You must immediately give a copy of these undertakings 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
 9. You must tell your case officer, within seven days of your becoming aware of:
 - Any clinical incident you are involved in.
 - Any investigation started against you.
 - 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

progress towards completing these undertakings with:

- Any current or future employer.
- Any educational establishment.
- Any other person(s) involved in your retraining and/or supervision required by these undertakings.

Unless Mr Barcan's 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, Mr Barcan 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 panel noted that the Case Examiners decided to offer Mr Barcan undertakings and that he has yet to respond.

This decision will be confirmed to Mr Barcan in writing.

That concludes this determination.