

**Nursing and Midwifery Council  
Investigating Committee**

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

Virtual Hearing

<b>Name of Registrant:</b>	Geoffrey Caingcoy
<b>NMC PIN</b>	03A08380
<b>Part(s) of the register:</b>	Registered Nurse Sub Part 1 Adult Nursing (Level 1) – 22 January 2003
<b>Relevant Location:</b>	Leicestershire
<b>Panel members:</b>	Godfried Attafua (Chair, registrant member) Sally Glen (Registrant member) Gill Murgatroyd (Lay member)
<b>Legal Assessor:</b>	Melissa Harrison
<b>Hearings Coordinator:</b>	Catherine Blake
<b>Nursing and Midwifery Council:</b>	Represented by Emma Richards, Case Presenter
<b>Mr Caingcoy:</b>	Present and represented by Ray Short of UNISON
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (15 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current 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 practice to Nottingham City Hospital in your current substantive role. You must not undertake any bank work, agency work or community work.
2. You must ensure you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as but not always directly observed by another registered nurse.
3. You must have monthly meetings with your line manager to discuss your professional conduct in the workplace.
4. You must obtain a report from your line manager about your professional conduct in the work place and send it to your NMC Case Officer seven days prior to every future review of this interim order.
5. You must keep the NMC informed about anywhere you are studying by:
  - b) Telling your case officer within seven days of accepting any course of study.
  - c) Giving your case officer the name and contact details of the organisation offering that course of study.

6. You must immediately give a copy of these conditions to:
  - b) Your line manager at Nottingham City Hospital.
  - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  
7. You must tell your case officer, within seven days of your becoming aware of:
  - b) Any clinical incident you are involved in.
  - c) Any investigation started against you.
  - d) Any disciplinary proceedings taken against you.
  
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:
  - b) Any current employer.
  - c) Any educational establishment.
  - d) Any other person(s) involved in your retraining and/or supervision required by these conditions'

The panel decided to confirm this interim conditions of practice order 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 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.