

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 13 November 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Kenneth Macadaeg</b>
<b>NMC PIN</b>	23K1962O
<b>Part(s) of the register:</b>	Adult Nursing – 27 November 2023
<b>Relevant Location:</b>	Southampton
<b>Panel members:</b>	Sarah Boynton (Chair, registrant member) Nicola Harvey (Registrant member) Mahjabeen Agha (Lay member)
<b>Legal Assessor:</b>	Attracta Wilson
<b>Hearings Coordinator:</b>	Max Buadi
<b>Nursing and Midwifery Council:</b>	Represented by Alex Radley, Case Presenter
<b>Mr Macadaeg:</b>	Not present and not represented at this hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 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 nursing practice to your current employer, Spire Hospital, Southampton.
2. You must not be the nurse in charge of any shift.
3. You must not be the sole registered nurse on any shift at any time.
4. You must have a chaperone with you at all times when providing intimate care to patients.
5. You must ensure you are indirectly supervised by another registered nurse any time you are working. This must consist of
  - a) working at all times on the same shift as, but not always observed by a registered nurse; and
  - b) monthly meetings with your line manager, mentor or supervisor to discuss your clinical practice with particular regard to:
    - i. your clinical approach to the routine care of patients;
    - ii. your personal and intimate care of patients; and
    - iii. your communication style with patients.
6. Prior to any hearing review you must provide a report from your line manager commenting on your clinical practice with particular regard to:

- a) your clinical approach to the routine care of patients;
  - b) your personal and intimate care of patients; and
  - c) your communication style with patients.
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 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.

Unless Mr Macadaeg'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 Macadaeg 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 Mr Macadaeg. The NMC will write to Mr Macadaeg when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Macadaeg in writing.

That concludes this determination.