

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Monday 4 November 2024**

Virtual Meeting

Name of Registrant:	Jack Spencer
NMC PIN:	22H2812E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – (February 2023)
Relevant Location:	Suffolk
Panel members:	Judith Ebbrell (Chair, Registrant member) Carolyn Jenkinson (Registrant member) Hazel Wilford (Lay member)
Hearings Coordinator:	Leigham Malcolm
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

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 restrict your practice to one substantive employer, this must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse any time you are undertaking the following, until being formally assessed as competent to do so by another registered healthcare professional:
 - a) Medication management and administration
 - b) Maintenance and recording of accurate fluid balance charts.

You must send copies of the completed competency assessments to the NMC case officer within 7 days of completion of the assessments.

4. You must ensure that you are supervised by a registered nurse any time you are working as a registered nurse. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.

5. You must have fortnightly meetings with your line manager, supervisor or mentor to discuss your performance in relation to your:

- a) [PRIVATE]
- b) Medication management and administration
- c) Maintenance and recording of fluid balance charts
- d) Record keeping
- e) Completion of patient assessments
- f) Escalation of deteriorating patients
- g) Compliance with infection control
- h) Engagement with the preceptorship programme

6. You must obtain a report from your line manager, supervisor or mentor which addresses your:

- a) [PRIVATE]
- b) Medication management and administration
- c) Maintenance and recording of fluid balance charts
- d) Record keeping
- e) Completion of patient assessments
- f) Escalation of deteriorating patients
- g) Compliance with infection control
- h) Engagement with the preceptorship programme

This report must be sent to the NMC case officer prior to any subsequent review of the order.

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE].

11. [PRIVATE]

12. 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.

13. 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.

14. 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.

15. You must tell your case officer, within seven days of you becoming aware of:

- a) Any clinical incident you are involved in.
- b) Any investigation started against you.
- c) Any disciplinary proceedings taken against you.

16. 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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mr Spencer will be notified of that panel's decision in writing following that meeting.

Alternatively, Mr Spencer is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mr Spencer will be able to attend and make representations, send a representative on his behalf or submit written representations about whether the order continues to be necessary. Mr Spencer must inform his case officer if he would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mr Spencer does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mr Spencer and his representative will be invited to attend.

This decision will be confirmed to Mr Spencer in writing.

That concludes this determination.