

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

**Interim Order Review Hearing
Wednesday 02 October 2024**

Virtual Hearing

Name of Registrant:	Gregory David Higgins
NMC PIN	90D0089S
Part(s) of the register:	Nurses part of the register Sub part 1 RN3: Mental health nurse, level 1 (7 July 1993)
Relevant Location:	Scotland, North Lanarkshire
Panel members:	Mark Gower (Chair, Lay member) Sally Shearer (Registrant member) Gary Trundell (Lay member)
Legal Assessor:	Megan Ashworth
Hearings Coordinator:	Hazel Ahmet
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Mr Higgins:	Present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (12 months)
Outcome of review:	Interim conditions of practice order confirmed.

Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the implementation of the following conditions:

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 which may be an agency.

2. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
 - a) Working at all times on the same shift as, but not always directly observed by a registered nurse.
 - b) Monthly meetings to discuss your clinical caseload with particular reference to professional boundaries and record keeping.

You must send your NMC case officer a report of these meetings before the next review of your case.

3. You must not undertake any lone working.

4. Prior to any review of this order, you must provide a report from your line manager, mentor or supervisor, commenting on your compliance with condition number 3.

5. You must keep 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.

6. You must keep 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.

7. 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.

8. 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.

9. 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. your case officer will write to you about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.