

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 14 October 2024**

Virtual Hearing

Name of Registrant:	James Peralta
NMC PIN:	21C1036O
Part(s) of the register:	Registered Nurse RNA – March 2021
Relevant Location:	Exeter
Panel members:	Mahjabeen Agha (Chair, Lay member) Debbie Holroyd (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	Peter Jennings
Hearings Coordinator:	Amira Ahmed
Nursing and Midwifery Council:	Represented by John Millar, Case Presenter
Mr Peralta:	Present and represented by Anne Deery, instructed by the Royal College of Nursing RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 must not be a bank or agency. You must not work as a nurse in a self-employed capacity.
2. You must not be the sole nurse, or the nurse in charge, on any shift.
3. You must be directly supervised by another registered nurse any time you are working. Your supervision must consist of working at all times while being directly observed by a registered nurse.
4. You must have weekly meetings with your line manager, nominated supervisor or mentor to discuss the following:
 - The importance of professional boundaries
 - Maintaining appropriate professional communication at all times with reference to your employer's policies.
5. Prior to any review hearing you must send to your NMC case officer a report from your line manager, nominated supervisor or mentor commenting on:
 - Your adherence to professional boundaries
 - The standard of your professional communication with reference to your employer's policies.

6. You must undertake a course on professional boundaries within two months of these conditions coming into effect and you must provide your NMC case officer with evidence of completion of this training within seven days of completing it.

7. You must keep us 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 us 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 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.

10. 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

11. 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 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.