

**Nursing and Midwifery Council
Investigating Committee**

Interim Order Review Hearing

Tuesday 17 September 2024

Virtual Hearing

Name of registrant: Ashley Boyd

NMC PIN: 19E1272E

Part(s) of the register: Registered Nurse – Sub Part 1 Adult Nursing
(Level 1) – July 2019

Relevant Location: Swindon

Panel members: Jill Wells (Chair, Lay member)
Naomi Smith (Registrant member)
Stephanie Hayle (Lay member)

Legal Assessor: Hala Helmi

Hearings Coordinator: Monsur Ali

Nursing and Midwifery Council: Represented by Shoba Aziz, Case Presenter

Mr Boyd: Not present and not represented at the hearing in person

Interim order to be reviewed: Interim conditions of practice order (18 months)

Outcome of review: **Interim conditions of practice order varied**

Decision and reasons on interim order

The panel decided to vary 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 employment to one single employer, and you must not work for an agency.
2. You must not be the registered nurse in charge or sole registered nurse on duty.
3. You must not work with anyone under the age of 18 in your nursing role.
4. You must ensure that you are supervised by a registered nurse 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, a registered nurse.
5. You must meet with your line manager, supervisor or mentor every two weeks to discuss:
 - a) Working within your scope of competence.
 - b) Adherence to Trust policies and guidelines.
 - c) Adherence to condition 3.

6. You must provide a report from your line manager, supervisor or mentor to your NMC case officer prior to any review hearing. The report must address your performance in relation to:
 - a) Working within your scope of competence.
 - b) Adhering to Trust policies and guidelines.

7. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your NMC case officer within seven days of accepting or leaving any employment.
 - b) Giving your NMC case officer your employer's contact details.

8. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your NMC case officer within seven days of accepting any course of study.
 - b) Giving your NMC 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 employers you apply to for work (at the time of application).
 - b) 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 NMC 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 NMC 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 Mr Boyd'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 Boyd or the 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 Boyd. The NMC will write to Mr Boyd when the case is ready for the next stage of the fitness to practise process.

This decision will be confirmed to Mr Boyd in writing.

That concludes this determination.