

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

**Interim Order Review Hearing
Wednesday 18 September 2024**

Virtual Hearing

Name of Registrant:	Mr Richard Brian Fenton
NMC PIN	90Y0496E
Part(s) of the register:	RN1: Adult nurse, level 1 (12 May 1993)
Relevant Location:	Middlesborough
Panel members:	Lucy Watson (Chair, Registrant member) Louise Poley (Registrant member) Alex Forsyth (Lay member)
Legal Assessor:	Natalie Amey-Smith
Hearings Coordinator:	Anya Sharma
Nursing and Midwifery Council:	Represented by Fiona Williams, Case Presenter
Mr Fenton:	Not present and not represented at this hearing
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 limit your nursing practice to working with your current employer Prestige Care Group and you must not undertake any agency work as a registered nurse.
2. You must ensure that you are supervised at any time that you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
3. You must meet with your supervisor, line manager or mentor monthly to discuss your conduct and performance in the workplace with specific reference to maintaining professional boundaries with patients, the public and colleagues.
4. You must obtain and send to your case officer prior to any review, a report from your line manager, mentor or supervisor which focuses on your performance and conduct in the workplace with specific reference to maintaining professional boundaries with patients, the public and colleagues.
5. 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.
6. 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.

7. You must immediately give a copy of these conditions to:
 - a. Your employer Prestige Care Group.
 - 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 Mr Fenton'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 Fenton 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.

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

This will be confirmed to Mr Fenton in writing.

That concludes this determination.