

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

**Interim Order Review Hearing  
Monday, 3 February 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Kwan Ki Jason Mak</b>
<b>NMC PIN:</b>	20B0894E
<b>Part(s) of the register:</b>	Nurses Sub Part 1 RNA: Adult Nurse, Level 1 (27 February 2020)
<b>Relevant Location:</b>	Worcestershire
<b>Panel members:</b>	Richard Youds (Chair, lay member) Frances McGurgan (Lay member) Tanya Tordoff (Registrant member)
<b>Legal Assessor:</b>	Melissa Harrison
<b>Hearings Coordinator:</b>	Samara Baboolal
<b>Nursing and Midwifery Council:</b>	Represented by Alban Brahim, Case Presenter
<b>Mr Mak:</b>	Not present and not represented at this hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current 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 a single substantive employer. If this is through an agency, any placement should be for a minimum of three months.*
2. *You must not be the sole nurse on, or in charge of any shift, ward, or clinical area.*
3. *You must ensure that you are directly supervised when administering or managing medication until assessed as competent by another registered nurse. Upon completion details of the competency assessment should be shared with the NMC.*
4. *You must ensure that you are supervised by another registered nurse anytime you are working. Your supervision must consist of:*
  - a. *Working at all times while being on the same shift as, but not always directly observed by, a registered nurse.*
5. *You must ensure that you have monthly meetings with your line manager, mentor, or supervisor to discuss your performance, specifically:*
  - a. *Medication administration and management;*
  - b. *Effective communication and handover;*
  - c. *Documentation.*

6. *You must provide to the NMC before any review hearing a report from your line manager, mentor or supervisor detailing your compliance with these conditions and your performance, specifically:*
  - a. *Medication administration and management;*
  - b. *Effective communication and handover;*
  - c. *Documentation.*
  
7. *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.*
  
8. *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.*
  
9. *You must immediately give a copy of these conditions to:*
  - a. *Any organisation or person you work for.*
  - b. *Any agency you apply to or are registered with for work.*
  - c. *Any employers you apply to for work (at the time of application).*
  - d. *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 Mr Mak'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 Mak 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, 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. Mr Mak's case officer will write to him about this in due course.

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

This will be confirmed to Mr Mak in writing.

That concludes this determination.