

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 4 February 2025**

Virtual Hearing

Name of Registrant:	Sean McGlinchey
NMC PIN:	18K0258E
Part(s) of the register:	Registered Nurse - Adult - November 2018
Relevant Location:	N Ireland
Panel members:	Michael McCulley (Chair, Lay member) Suzie Adam (Registrant member) Mandy Kilpatrick (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Salima Begum
Nursing and Midwifery Council:	Represented by Alban Brahim, Case Presenter
Mr McGlinchey:	Present and represented by Wafa Shah, Counsel, instructed by Edwards and Co
Interim order directed:	Interim conditions of practice order (12 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 12 months.

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 work with your current substantive employer, Western Health and Social Care Trust.
2. You must work with line manager, supervisor or mentor to create a personal development plan (PDP). Your PDP must address the concerns about:
 - a) your ongoing insight into Jewish culture.
 - b) how discriminatory behaviour can adversely impact equality and diversity in your professionalism as a nurse.

You must send your NMC case officer a copy of your PDP by prior to any review hearing.

3. You must meet with your line manager, mentor, or supervisor on a monthly basis to discuss your progress towards achieving the aims set out in your PDP.

4. You must send your NMC case officer a report from your line manager, mentor or supervisor, discussing your progress in relation to your PDP prior to any review hearing.
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) 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 NMC may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim 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 decision will be confirmed to you in writing.

That concludes this determination.