

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 15 January 2025**

Virtual Hearing

Name of Registrant:	Recley Wallace Costelo
NMC PIN	23F1881O
Part(s) of the register:	Registered Nurse Adult – RNA - June 2023
Relevant Location:	Hammersmith and Fulham
Panel members:	Katriona Crawley (Chair, lay member) Helen Hughes (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Jayne Salt
Hearings Coordinator:	Catherine Acevedo
Nursing and Midwifery Council:	Represented by Stephen Page, Case Presenter
Mr Costelo:	Not present and represented in part by Simone Bowman
Interim order directed:	Interim conditions of practice order (15 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 15 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 a single ward or department at Imperial College Healthcare NHS Trust. You must not do any agency or bank work.
2. You must meet with your line manager, mentor or supervisor once a month to discuss your performance and progress in relation to professional boundaries and your general conduct in the workplace.
3. You must obtain a report from your mentor, line manager or supervisor prior to any review hearing, and send it your NMC Case Officer, outlining your performance and progress in relation professional boundaries and your general conduct in the workplace.
4. 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.

5. 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.

6. You must immediately give a copy of these conditions to:
 - a) Imperial College Healthcare NHS Trust.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

7. 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.

8. 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

The panel decided to make this interim order for a period of 15 months given the detailed nature of information already received by the NMC from the Trust and the relatively narrow concerns under investigation.

Unless Mr Costelo'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 Costelo 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 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 Costelo. The NMC will write to Mr Costelo when the case is ready for the next stage of the fitness to practise process.

This decision will be confirmed to Mr Costelo in writing.

That concludes this determination.