

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 22 January 2025**

Virtual Hearing

Name of Registrant:	Joseph Redwood Hammett
NMC PIN:	20C2349E
Part(s) of the register:	Registered Nurse – Learning Disabilities November 2020
Relevant Location:	Norwich
Panel members:	Judith Ebbrell (Chair, Registrant member) Debbie Holroyd (Registrant member) Anne Brown (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by John Millar, Case Presenter
Mr Hammett:	Not present and not physically represented at this hearing but the panel received written submissions from the RCN
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 was of the view that the public would remain suitably protected by the following varied 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 only work for Norfolk and Norwich University Hospitals NHS Foundation Trust.
2. You must not be the sole nurse on duty during any shift.
3. You must have monthly meetings with your line manager or supervisor to discuss the following:
 - Time management;
 - Care planning and risk assessment;
 - Record keeping;
 - Patient assessment;
 - Communication;
 - Confidentiality
 - Working within the scope of competence
4. You must send a report to the Nursing and Midwifery Council (NMC) from your line manager or supervisor prior to any review hearing outlining your discussions in relation to:

- Time management;
 - Care planning and risk assessment;
 - Record keeping;
 - Patient assessment;
 - Communication;
 - Confidentiality
 - Working within the scope of competence
5. You must immediately give a copy of these conditions to Norfolk and Norwich University Hospitals NHS Foundation Trust.
6. 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.

Unless Mr Hammett'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 Hammett 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 Hammett's case officer will write to him about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Hammett. The NMC will write to Mr Hammett when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Hammett in writing.

That concludes this determination.