

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

**Interim Order Review Hearing
Tuesday, 14 January 2025**

Virtual Hearing

Name of Registrant:	Benjamin James Marsh-Copestick
NMC PIN	20K0133E
Part(s) of the register:	Nurses part of the register Sub part 1 RNMH: Mental health nurse, level 1 (22 January 2021
Relevant Location:	Stafford
Panel members:	Peter Wrench (Chair, Lay member) Janet Fitzpatrick (Registrant member) Tricia Breslin (Lay member)
Legal Assessor:	Jayne Salt
Hearings Coordinator:	Eleanor Wills
Nursing and Midwifery Council:	Represented by Unyime Davies, Case Presenter
Mr Marsh-Copestick:	Present and not represented
Interim order to be reviewed:	Interim conditions of practice order (12 month)
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 restrict your nursing practice to one substantive employer which can be an agency provided that any placement is for a minimum period of 3 months.
2. You must not be the nurse in charge.
3. You must not be the sole nurse on duty.
4. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss your performance in relation to:
 - Professional boundaries with colleagues
 - Conduct in the workplace
5. You must provide a report from your line manager, mentor or supervisor to the NMC prior to any review hearing that comments on your performance in relation to:
 - Professional boundaries with colleagues
 - Conduct in the workplace
6. You must keep the NMC informed about anywhere you are working by:
 - a. Telling your case officer within 7 days of accepting or leaving any employment.
 - b. Giving your case officer your employer's contact details.
7. 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.
8. 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.
9. 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.
10. 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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Marsh-Copestick'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 Marsh-Copestick 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 Marsh-Copestick. The NMC will keep Mr Marsh-Copestick informed of developments in relation to that issue.

This will be confirmed to Mr Marsh-Copestick in writing.

That concludes this determination.