

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 2 January 2025**

Virtual Hearing

Name of Registrant:	Frederick Shaw
NMC PIN	78H0030N
Part(s) of the register:	Registered Nurse – Sub Part 1 RN7 General Nurse – April 1980 RN5 Learning Disabilities Nurse L1 December 1981
Relevant Location:	Antrim
Panel members:	Katriona Crawley (Chair, lay member) Hayley Ball (Registrant member) Tasneem Dhanji (Lay member)
Legal Assessor:	Nigel Ingram
Hearings Coordinator:	Shela Begum
Nursing and Midwifery Council:	Represented by Matthew Cassells, Case Presenter
Mr Shaw:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
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 limit your practice to Belfast Health and Social Care Trust.
You must not carry out bank shifts.
2. You must ensure that at all times you are working you are directly supervised by another registered nurse.
3. You must have fortnightly meetings with your line manager, supervisor, or mentor to discuss:
 - a) Your conduct and performance in the workplace
 - b) Your use of control and restraint techniques.
4. Prior to any review you must obtain and send to your NMC Case Officer a report from your line manager, supervisor, or mentor which comments on:
 - a) Your conduct and performance in the workplace
 - b) Your use of control and restraint techniques.
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 immediately give a copy of these conditions to Belfast Health and Social Care Trust.

7. You must tell your case officer, within seven days of your becoming aware of:
 - a) Any clinical incident you are involved in relating to any repetition of the regulatory concerns.
 - b) Any investigation started against you relating to any repetition of the regulatory concerns.
 - c) Any disciplinary proceedings taken against you relating to any repetition of the regulatory concerns.

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) Belfast Health and Social Care Trust.
 - b) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Mr Shaw'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 Shaw 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.

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

This will be confirmed to Mr Shaw in writing.

That concludes this determination.