

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant:	Anthony Stapylton
NMC PIN:	78A3573E
Part(s) of the register:	Registered Nurse – Sub Part 2 Adult Nursing (Level 2) - 18 January 1980 Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 9 April 1990
Relevant Location:	Hertfordshire
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 Stapylton:	Not present and not represented at this 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 was of the view that the public would remain suitably protected by the continuation of the following 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 work for a single substantive employer which must not be an agency.
2. You must be directly supervised by a Registered Nurse when administering or managing all medication until deemed competent to do so by another Registered Nurse. The Nursing and Midwifery Council (NMC) is to be informed once your competency has been confirmed within 7 days.
3. You must ensure that you are indirectly supervised by a Registered Nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a Registered Nurse.
4. You must not be the sole nurse in charge of any shift.
5. You must have fortnightly meetings with your line manager/mentor/supervisor to discuss your performance in relation to:
 - a) the delivery of safe and compassionate clinical care;

- b) medication management and administration;
- c) communication and record keeping.

6. You must obtain a report from your line manager/mentor/supervisor which focuses on your performance in relation to:
- a) the delivery of safe and compassionate clinical care;
 - b) medication management and administration;
 - c) communication and record keeping.

This report must be sent to the NMC case officer prior to every subsequent review of the order

7. 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.
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).
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.

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

This will be confirmed to Mr Stapylton in writing.

That concludes this determination.