

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

**Interim Order Review Hearing
Wednesday 29 January 2025**

Virtual Hearing

Name of Registrant: Alan Christopher Wick

NMC PIN: 86C1192E

Part(s) of the register: Registered Nurse - Sub part 1
Adult Nursing – RN1, level 1 (2 May 1991)

Relevant Location: Wrexham

Panel members: Debbie Hill (Chair, Lay member)
Pamela Campbell (Registrant member)
Caroline Taylor (Lay member)

Legal Assessor: Sean Hammond

Hearings Coordinator: Emily Mae Christie

Nursing and Midwifery Council: Represented by Alban Brahimi, Case Presenter

Mr Wick: Not present and unrepresented 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 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 nursing practice to a substantive role with one single employer. This must not be an agency.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are 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 have fortnightly meetings with your line manager, mentor or supervisor to discuss your clinical performance, with particular reference to:
 - Record keeping
 - Wound care
 - Medication management
 - Escalating patient safety concerns
5. Before any review hearing or meeting of this order, you must send your case officer a report from your line manager, mentor or supervisor, commenting on your progress with regard to:
 - Record keeping

- Wound care
- Medication management
- Escalating patient safety concerns

6. You must keep us 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.

7. You must keep us 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

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

This will be confirmed to Mr Wick in writing.

That concludes this determination.