

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

**Interim Order Review Hearing  
Monday, 17 March 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Rafael Gerona
<b>NMC PIN</b>	19L0044O
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – (December 2019)
<b>Relevant Location:</b>	Hertfordshire
<b>Panel members:</b>	Rachel Ellis (Chair, Lay member) Gill Edelman (Lay member) Tanya Tordoff (Registrant member)
<b>Legal Assessor:</b>	Lucia Whittle-Martin
<b>Hearings Coordinator:</b>	Margia Patwary
<b>Nursing and Midwifery Council:</b>	Represented by Nawazish Choudhury, Case Presenter
<b>Mr Gerona:</b>	Not present and unrepresented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## **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 only work for East and North Hertfordshire NHS Trust. This can include clinical bank work in the Cardiac Suite only or non-clinical bank work elsewhere in the Trust.
2. You must be directly observed by another health professional when providing personal care or intimate clinical procedures.
3. You must meet monthly with your line manager or supervisor to discuss your general conduct and observance of professional boundaries.
4. You must obtain a report from your line manager or supervisor that comments on your general conduct and observance of professional boundaries before each review of this order and send this report to the NMC before each review hearing.
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 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.
7. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.
  - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
8. 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.
9. 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) Your 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 Gerona'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 Gerona 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 Gerona. The NMC will keep Mr Gerona informed of developments in relation to that issue.

This will be confirmed to Mr Gerona in writing.

That concludes this determination.