

**Nursing and Midwifery Council  
Investigating Committee**

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

Virtual Hearing

<b>Name of Registrant:</b>	<b>Michael Rotgans</b>
<b>NMC PIN</b>	02H0117O
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) - 2 August 2002
<b>Relevant Location:</b>	Herefordshire
<b>Panel members:</b>	Dr Gary Tanner (Chair, Lay member) Carole Panteli (Registrant member) Eleanor Harding (Lay member)
<b>Legal Assessor:</b>	Natalie Byrne
<b>Hearings Coordinator:</b>	Stanley Udealor
<b>Nursing and Midwifery Council:</b>	Represented by Sahara Fergus-Simmons, Case Presenter
<b>Mr Rotgans:</b>	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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 one substantive employer, this must not be an agency.
2. Any time that you are working as a registered nurse, you must not be involved in managing or administering controlled drugs until you have been assessed as competent to do so by a more senior nurse.

You must provide a copy of such competency assessment to your NMC case officer within seven days of receipt.

3. You must have monthly meetings with your line manager or supervisor to have reflective discussions in relation to:
  - Your general management of medications
  - Your adherence to policies and procedures
  - Your record keeping
  - [PRIVATE].
4. You must obtain and submit a report from your line manager or supervisor detailing your progress discussed during the monthly meeting prior to any review of this interim order. The report should include details about:

- Your general management of medications
- Your adherence to policies and procedures
- Your record keeping
- [PRIVATE].

5. [PRIVATE]

6. 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.

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 agency you apply to or are registered with for work.
- c) Any employers you apply to for work (at the time of application).
- d) 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 NMC 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 NMC 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 your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.