

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 22 April 2024**

Virtual Hearing

Name of Registrant:	Mr Wayne Taylor
NMC PIN	20F0782E
Part(s) of the register:	Registered Nurse - Mental Health RNMH - August 2020
Relevant Location:	Hull
Panel members:	Kiran Gill (Chair, lay member) Sarah Boynton (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Sean Hammond
Hearings Coordinator:	Alexandra Smith
Nursing and Midwifery Council:	Represented by Ben Edwards, Case Presenter
Mr Taylor:	Present and represented by John Mackell, instructed by Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 single substantive employer, this may be an agency, but any placement must be for a minimum period of 6 months or more.
2. You must not be the Registered Nurse in charge of any shift.
3. You must not be the sole Registered Nurse on duty of any shift.
4. You must ensure that you are directly supervised by a Registered Nurse any time you are working. Your supervision must consist of:
 - Working at all times while being directly observed by another Registered Nurse until you have been deemed competent by a Registered Nurse at –
 - a. Risk assessment and risk management.
 - b. Documentation and record keeping.
 - c. Handover reports.
 - d. Clinical decision making.
 - e. Prioritisation of workload including medication management and crisis incident management.
 - Confirmation of this assessment of competency must be sent to the NMC within seven days of completion.

- Once signed off as competent under condition 4, you must ensure that you are indirectly supervised by another 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.
 - Fortnightly meetings with your Line Manager or Supervisor to discuss your clinical practice with particular reference to;
 - a. Communication including, written and verbal communication, handover and record keeping.
 - b. Leadership, including delegation and prioritisation.
 - c. Risk assessment and risk management.
 - d. Clinical decision making.
 - You will send the NMC a report from your Line Manager or Supervisor in advance of the next NMC hearing or meeting, in relation to your general clinical practice with particular reference to;
 - a. Communication including, written and verbal communication, handover and record keeping.
 - b. Leadership, including delegation and prioritisation.
 - c. Risk assessment and risk management.
 - d. Clinical decision making.
- 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.
- 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.
- 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.
 - 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.
 - 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.

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.