Nursing and Midwifery Council
Investigating Committee
Interim Order Review Hearing
12 November 2019

Nursing and Midwifery Council, 2 Stratford Place, Montfichet Road, London, E20 1EJ

Name of registrant: Mr Michael Kefalas

NMC PIN: 16G0532C

Part(s) of the register: Registered Nurse – Sub Part 1
Adult Nursing – 12 July 2016

Area of registered address: England

Panel Members: Tom Hayhoe (Chair, Lay member)
Sarah Hewetson-Grubb (Lay member)
Jane Hughes (Registrant member)

Legal Assessor: Fiona Barnett

Panel Secretary: Charlie Russell

Nursing and Midwifery Council: Represented by Amy Woolfson, Case Presenter

Mr Kefalas: Not present and not represented in absence, written representations submitted

Interim Order to be reviewed: Interim conditions of practice order (18 months)

Outcome of Review: Conditions varied
The panel determined that the following varied conditions are appropriate and proportionate:

1. You must not work as registered nurse in a managerial position.

2. At any time that you are employed or otherwise providing nursing services, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of: working at all times on the same shift as, but not necessarily under the direct observation of, a registered nurse who is physically present in or on the same ward, unit, floor or home that you are working in or on.

3. You must meet with your line manager, mentor or supervisor (or their nominated deputy) every month to discuss the standard of your performance including:
   a. Medicines management, administration and storage;
   b. Care plans
   c. Pressure areas management and care;
   d. Management of falls;
   e. Recognition of a deteriorating patient;
   f. Escalation of concerns.

4. You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance including:
   a. Record keeping;
   b. Pressure areas management and care;
   c. Management of falls;
   d. Escalation of concerns
before any NMC review hearing or meeting.

5. You must tell the NMC within 7 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.
6. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.

7. 
   a) You must within 7 days of accepting any post or employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study;
   
   b) You must within 7 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.

8. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC’s fitness to practise procedures, and disclose the conditions listed at (1) to (7) above, to them:

   a. Any organisation or person employing, contracting with, or using you to undertake nursing work;
   b. Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services;
   c. Any prospective employer (at the time of application) where you are applying for any nursing appointment; and
   d. Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

Unless Mr Kefalas’ 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 Kefalas, his representatives 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 another 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.

This decision will be confirmed to Mr Kefalas in writing.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Kefalas. The NMC will write to Mr Kefalas when the case is ready for the next stage of the fitness to practise process.

That concludes this determination.