

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
20 October 2020**

Virtual Hearing

Name of registrant: Gareth Brendan McGrattan

NMC PIN: 91Y0029N

Part(s) of the register: Registered Nurse
Mental Health - 01 November 2000

Area of registered address: Northern Ireland

Panel members: Moriam Bartlett (Chair, lay member)
Hayley Ball (Registrant member)
Tom Hayhoe (Lay member)

Legal Assessor: Nigel Mitchell

Panel Secretary: Tyrena Agyemang

Nursing and Midwifery Council: Represented by Iulia Saran, Case Presenter

Mr McGrattan: Present and represented by Dennis Hamill,
instructed by Thompsons NI Solicitors

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:

1. *You must ensure that you are supervised by a line manager, mentor or supervisor any time you are working as a registered nurse. Your supervision must consist of:*
 - *Working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.*
 - *Fortnightly meetings to discuss your conduct and your clinical practice with your line manager, mentor or supervisor.*

2. *You must work with your line manager to create a Personal Development Plan (PDP). Your PDP must address the concerns about:*
 - *Maintaining accurate patient records and documentation;*
 - *maintaining professional boundaries;*
 - *ensuring effective communication with your colleagues and service user,*
 - *ensuring you adhere to all rules relating to infection control*
 - *medicines administration with particular reference to depot injections.*

You must:

- a) *Send your case officer a copy of your PDP prior to your next review.*
 - b) *Meet with your line manager or mentor every two weeks to discuss your progress towards achieving the aims set out in your PDP.*
 - c) *Send your case officer a report prior to the next review. This report must comment on your conduct and clinical practice and show your progress towards achieving the aims set out in your PDP.*
3. *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.*
4. *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.*
5. *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.*
 - e) *Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity*
6. *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.*
7. *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 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 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.