

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 9 October 2020**

Virtual Hearing

Name of registrant: Orges Terziu

NMC PIN: 17G0043C

Part(s) of the register: Registered Nurse
Adult Nursing – 25 July 2017

Area of registered address: England

Panel members: Joan Tiplady (Chair, Registrant member)
Hayley Ball (Registrant member)
Petra Leseberg (Lay member)

Legal Assessor: Monica Daley

Panel Secretary: Philip Austin

Nursing and Midwifery Council: Represented by Tope Adeyemi, Case
Presenter

Mr Terziu: Present but not represented

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.

As such, it has determined that the following interim 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, and you must not undertake agency or bank shift work.*
2. *[PRIVATE].*
3. *[PRIVATE].*
4. *[PRIVATE].*
5. *[PRIVATE].*
6. *[PRIVATE].*
7. *[PRIVATE].*
8. *Upon returning to work, you must ensure that you are supervised at any time you are working. Your supervision must consist of:*

- a) *Working at all times on the same shift as, but not always directly observed by, another registered nurse.*
 - b) *Weekly meetings with your line manager or nominated deputy to discuss your nursing performance.*
9. *You must work with your line manager to create a personal development plan (“PDP”). Your PDP must address the concerns around your record keeping, medications management, and the Trust’s values and behaviours. You must:*
- a) *Send your case officer a copy of your PDP when it is implemented.*
 - b) *Meet with line manager every week to discuss your progress towards achieving the aims set out in your PDP.*
 - c) *Send your case officer a report from line manager prior to the next review of the interim order. This report must show your progress towards achieving the aims set out in your PDP.*
10. *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.*
11. *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.*

12. *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*

13. *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.*

14. *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*

The panel decided to make this interim order for a period of 18 months. The panel considered this length of time to be appropriate in the particular circumstances of this case, having regard to the wide-ranging concerns identified. The panel concluded that this should be sufficient time for the NMC to conduct a full and proper investigation.

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, the reviewing 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.