

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
4 September 2020**

Virtual Hearing

**Name of registrant:** Wayne Thomas Edwards

**NMC PIN:** 75J0146W

**Part(s) of the register:** Registered Nurse – Effective  
Adult – 22 October 2013  
  
Registered Nurse – Effective  
Adult (Level 2) – 22 October 2013

**Area of registered address:** Mid Glamorgan

**Panel members:** Gillian Fleming (Chair, Lay member)  
Jaqueline Nicholson (Registrant member)  
Sally Pezaro (Registrant member)

**Legal Assessor:** Attracta Wilson

**Panel Secretary:** Max Buadi

**Nursing and Midwifery Council:** Represented by Jessica Bass, Case Presenter

**Mr Edwards:** Not present and not represented in his absence

**Interim order directed:** **Interim conditions of practice order (12 months)**

## **Decision and reasons on interim order**

The panel decided to make an interim conditions of practice order for a period of 12 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. At any time that you are employed or otherwise providing nursing services, you must not be the nurse in charge of any shift.*
  
- 2. You must meet with your line manager, mentor or supervisor (or their nominated deputy) monthly to discuss your conduct and the standard of your clinical performance and in particular:*
  - Recognising the deterioration of a resident/patient;*
  - Escalating concerns; and*
  - Record keeping.*
  
- 3. You must send to the NMC before any hearing or meeting a report from your line manager, mentor or supervisor (or their nominated deputy) setting out your conduct and the standard of your clinical performance with particular reference to:*

- *Recognising the deterioration of a resident/patient;*
- *Escalating concerns; and*
- *Record keeping.*

4. *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.*

5. *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.*

6. *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*

7. *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.*

8. *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 Mr Edwards' 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 Edwards 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 Mr Edwards. The NMC will write to him when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Edwards in writing.

That concludes this determination.