

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 7 July 2021**

Virtual Hearing

Name of registrant:	Luke Ashley Glen Adams
NMC PIN:	11D0897E
Part(s) of the register:	Registered Nurse Adult – RNA – July 2007
Area of registered address:	Hampshire
Panel members:	Mahjabeen Agha (Chair, Lay member) Maria Delauney (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	Mark McEvoy
Panel Secretary:	Demi Darbey
Nursing and Midwifery Council:	Represented by Alfred Underwood, Case Presenter
Mr Adams:	Not present and not represented at the hearing
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 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. [PRIVATE]
2. [PRIVATE]
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. Upon any return to work, you must limit your nursing practise to one single, substantive employer. This must not include agency work.
9. You must not be involved in the management or administration of medications without being directly supervised when doing so by another registered nurse.

10. You must meet with your line manager, mentor or supervisor fortnightly to discuss your conduct and performance at work.
11. You must provide before any NMC review a report from your line manager, mentor or supervisor, commenting on your conduct and performance.
12. 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.
13. 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.
14. You must immediately give a copy of these conditions to:
 - a. Any organisation or person you work for.
 - b. Any employers you apply to for work (at the time of application).
 - c. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
15. 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.

16. 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 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 to allow for the NMC to conduct its investigation.

Unless Mr Adams 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 Adams 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 Mr Adams. The NMC will write to Mr Adams when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Adams in writing.

That concludes this determination.