

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday 6 September 2021**

Virtual Hearing

**Name of registrant:** Richard Osman Adam

**NMC PIN:** 20D0275E

**Part(s) of the register:** Registered Nurse – RNA  
Adult Nursing – March 2021

**Area of registered address:** London

**Panel members:** Heather Moulder (Chair, Registrant member)  
Maria Delauney (Registrant member)  
Robert Collinson (Lay member)

**Legal Assessor:** Ben Stephenson

**Panel Secretary:** Khadija Patwary

**Nursing and Midwifery Council:** Represented by Shanice Mahmud, Case  
Presenter

**Mr Adam:** Present and represented by Ruth Broadbent,  
from QEB Hollis Whiteman instructed by the  
Royal College of Nursing (RCN)

**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:

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 employment to a single substantive role which must be with an NHS employer who must be fully apprised of the background to the allegations. You must not work in a care home or via an agency.
2. You must not be the Nurse in charge of any shift.
3. When administering medication, you must be directly supervised by another registered nurse of Band 6 or above, until you have been assessed and signed off as competent on at least three separate occasions by a registered nurse. This assessment must include evidence of your competence in medication knowledge, administering medication and documentation of administering medication. The results of these assessments must be provided to the next reviewing panel of this order. The assessment should be based on a recognised medicines competency assessment used within an NHS organisation.
4. Subject to condition 3, you must ensure that you are supervised by a Registered Nurse any time that you are working, such supervision to consist of working at all times on the same shift as, but not always directly observed by a Registered Nurse.

5. You must work with you mentor, supervisor or line manager to create a Personal Development Plan (PDP). Your PDP must address concerns about the following:
- a) Medication management including medication knowledge and medication administration;
  - b) Management of, and escalations of concerns about the deteriorating patient;
  - c) Record keeping and documentation;
  - d) Assessment of patients;
  - e) Identification of medical equipment;
  - f) Completion of your mandatory and statutory training;
  - g) Time management.

6. You must:

- a) Meet with your mentor, line manager or supervisor at least fortnightly to discuss your progress towards achieving the aims set out in your PDP as well as your overall clinical performance.
  
- b) Send your NMC Case Officer a report from your mentor, line manager or supervisor prior to any review of this order. This report must show your progress towards achieving the aims set out in your PDP and comment on your overall clinical performance.

7. [PRIVATE]

8. [PRIVATE]

9. You must keep your Case Officer 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.
  
10. You must keep your Case Officer 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.
  
11. 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.
  
12. 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.

13. 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.