

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday 22 April 2022**

Virtual Hearing

Name of registrant: Richard James

NMC PIN: 05K03010

Part(s) of the register: Registered Nurse- Sub Part (1) – Adult- 16
November 2005

Area of registered address: Bristol

Panel members: Mahjabeen Agha (Chair, lay member)
Amy Noakes (Registrant member)
Louise Elaine Jones (Lay member)

Legal Assessor: Nigel Ingram

Hearings Coordinator: Petra Bernard

Nursing and Midwifery Council: Represented by Christopher Scott, Case
Presenter

Mr James: 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.

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 confine your practice to one substantive employer, which must not be an agency.
 2. You must not be the nurse in charge of a shift.
 3. You must ensure that you are supervised at any time you are working as a registered nurse. Your supervision must consist of working at all times on the same shift as another registered nurse.
 4. You must not work night shifts.
 5. You must work with your line manager/supervisor or mentor to create a personal development plan (PDP). Your PDP must address the concerns about:
 - a. Managing challenging behaviour
 - b. Communication
 - c. Escalation of emergencies
 - d. Medicines administration
 - e. Record keeping
 - f. Handover
- Send your case officer a copy of your PDP within a month of starting your new employments.

- Meet with your line manager/supervisor or mentor at least every four weeks to discuss your progress towards achieving the aims set out in your PDP.
- Send your case officer a report from your line manager/supervisor or mentor prior to any review meeting. This report must show your progress towards achieving the aims set out in your PDP and be provided prior to any review hearing.

6. 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.

7. 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.

8. 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.

9. 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.

10. 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 James's 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 James or the Nursing and Midwifery Council (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 James. The NMC will write to Mr James when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr James in writing.

That concludes this determination.