

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday 12 January 2022**

Virtual Hearing

<b>Name of registrant:</b>	<b>Michael Scanlon</b>
<b>NMC PIN:</b>	18D0194E
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – September 2018
<b>Area of registered address:</b>	Devon
<b>Panel members:</b>	Moriam Bartlett (Chair, lay member) Maria Delauney (Registrant member) Sandra Norburn (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Shela Begum
<b>Nursing and Midwifery Council:</b>	Represented by Vishal Misra, Case Presenter
<b>Mr Scanlon:</b>	Present and unrepresented at the hearing.
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

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 nursing practice to the University Hospitals Plymouth NHS Trust.
2. You must ensure that you are supervised by a registered nurse of band 6 or above any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse of band 6 or above.
3. You must not work night shifts when working as a registered nurse.
4. You must attend weekly meetings with your line manager, supervisor, or mentor to discuss the following areas:
  - a) Your conduct and behaviour in the workplace
  - b) Your communication with colleagues and patients
  - c) Your compliance with these conditions
5. You must produce a report from your line manager, supervisor, or mentor ahead of any subsequent review, containing information with regard to:
  - a) Your conduct and behaviour in the workplace
  - b) Your communication with colleagues and patients

c) Your compliance with these conditions

6. [PRIVATE]

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. You must keep the NMC informed about anywhere you are working by:

- a) Telling your case officer within seven days of leaving your 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) University Hospitals Plymouth NHS Trust
- b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

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

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 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 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.