

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday 5 May 2022**

Virtual Hearing

**Name of registrant:** **Mr Robert Thomas Cook**

**NMC PIN:** 96H0032E

**Part(s) of the register:** Registered Nurse – Effective Mental Health  
RNMH – September 1999

**Relevant location:** Doncaster

**Panel members:** Ingrid Lee (Chair, Lay member)  
Yvonne Wilkinson (Registrant member)  
Tasneem Dhanji (Lay member)

**Legal Assessor:** Gareth Jones

**Hearings Coordinator:** Petra Bernard

**Nursing and Midwifery Council:** Represented by Sharmistha Michaels, Case  
Presenter

**Mr Cook:** Present and represented by Emma Dmitriev,  
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.

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 nursing practice to one single employer.
2. You must not be a lone worker.
3. You must not be the nurse in charge at any time on duty.
4. You must ensure that you are supervised by a registered nurse 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.
5. You must meet with your line manager, mentor or supervisor every two weeks to discuss your performance in relation to:
  - Clinical workload
  - Communications
  - Health and wellbeing
  - Management and administration of medication
  - Record keeping
  - Mandatory training
  - Time management
6. Prior to any review hearing, you must provide a report from your line manager, mentor or supervisor outlining your performance in relation to:

- Clinical workload
- Communications
- Health and wellbeing
- Management and administration of medication
- Record keeping
- Mandatory training
- Time management

7. You must work with the RCN to create a personal development plan addressing the following concerns:

- Clinical workload
- Communications
- Health and wellbeing
- Management and administration of medication
- Record keeping
- Mandatory training
- Time management

8. Prior to any review hearing, you must send the NMC a report from the RCN regarding your progress in relation to the PDP.

9. 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.

10. 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.

11. 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.
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 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.