

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 20 December 2023**

Virtual Hearing

Name of Registrant: **Dwan Mcpherson-Gordon**

NMC PIN 11F2136E

Part(s) of the register: Registered Nurse – Children RNC – June 2012
Registered Specialist Comm Public Health Nurse – HV
RHV - March 2015
Community Practitioner Nurse Prescriber – V100 – April 2015

Relevant Location: Surrey

Panel members: Michael McCulley (Chair, Lay member)
Yvonne Wilkinson (Registrant member)
Michael Lupson (Lay member)

Legal Assessor: Michael Levy

Hearings Coordinator: Elizabeth Fagbo

Nursing and Midwifery Council: Represented by Hazel McGuinness, Case Presenter

Ms McPherson-Gordon: Present and represented by Trevor Knowles-Olowu, instructed by Employee's United Union

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. You must only work either for a single substantive employer, or when working as a bank or agency health visitor or nurse you must be allocated to a single place of work for a minimum of three months duration where there is consistent supervision.
3. You must ensure that you are supervised by a registered health visitor or nurse any time you are working. Your supervision must consist of:
 - a) Working at all times on the same shift but not always directly observed by another registered health visitor or nurse.
 - b) A sample of your case record keeping being audited fortnightly by your line manager, mentor or supervisor.
4. You must have fortnightly meetings with your line manager, mentor or supervisor to discuss:
 - a) Your record keeping
 - b) Your performance and conduct in the workplace

c) [PRIVATE]

5. You must obtain a report from your line manager, mentor or supervisor. Each report must contain details of:
 - a) Your record keeping
 - b) Your performance and conduct in the workplace
 - c) [PRIVATE]
 - d) Your compliance with these conditions.

6. [PRIVATE]

7. You must keep the NMC 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.

8. 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.

9. 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.
10. 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.
11. 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 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 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.