

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday, 8 December 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Jack Spencer
<b>NMC PIN</b>	22H2812E
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – 5 February 2023
<b>Relevant Location:</b>	Suffolk
<b>Panel members:</b>	Angela Williams QPM (Chair, Lay member) Debbie Holroyd (Registrant member) Louise Geldart (Lay member)
<b>Legal Assessor:</b>	Ian Ashford-Thom
<b>Hearings Coordinator:</b>	Elizabeth Fagbo
<b>Nursing and Midwifery Council:</b>	Represented by Rebecca Paterson, Case Presenter
<b>Mr Spencer:</b>	Not present and unrepresented at the hearing
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## 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. You must restrict your practice to one substantive employer, this must not be an agency.
2. You must not be the sole nurse in charge.
3. You must not be the only nurse on duty.
4. You must ensure that you are directly supervised by a registered nurse any time you are undertaking the following, until being signed off as competent to do so:
  - Medication management and administration
  - Maintenance and recording of accurate fluid balance charts.
5. You must ensure that you are supervised by a registered nurse any time you are working as a registered nurse. Your supervision must consist of:
  - Working at all times on the same shift as, but not always directly observed by a registered nurse.

6. You must have fortnightly meetings with your line manager, supervisor or mentor to discuss your performance in relation to:

- [PRIVATE]
- [PRIVATE]
- Medication management and administration
- Maintenance and recording of fluid balance charts
- Record keeping
- Completing patient assessments
- Escalating deteriorating patients
- Infection control
- Engagement with the preceptorship programme

7. You must obtain a report from your line manager, supervisor or mentor which focuses on your performance in relation to:

- [PRIVATE]
- [PRIVATE]
- Medication management and administration
- Maintenance and recording of fluid balance charts
- Record keeping
- Completing patient assessments
- Escalating deteriorating patients
- Infection control
- Engagement with the preceptorship programme

This report must be sent to the NMC case officer prior to every subsequent review of the order.

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

- Telling your case officer within seven days of accepting or leaving any employment.
- Giving your case officer your employer's contact details.

9. You must keep the NMC informed about anywhere you are studying by:
  - Telling your case officer within seven days of accepting any course of study.
  - Giving your case officer the name and contact details of the organisation offering that course of study.
  
10. You must immediately give a copy of these conditions to:
  - Any organisation or person you work for.
  - Any employers you apply to for work (at the time of application).
  - Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  
11. You must tell your case officer, within seven days of you becoming aware of:
  - Any clinical incident you are involved in.
  - Any investigation started against you.
  - Any disciplinary proceedings taken against you.
  
12. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
  - Any current or future employer.
  - Any educational establishment.
  - Any other person(s) involved in your retraining and/or supervision required by these conditions.

As the panel imposed an interim conditions of practice order at this, the first hearing, and which Mr Spencer and/or his representative indicated that they wished to attend to make representations in person but were unable to do so, the panel directs that an early review hearing must be listed to take place within the next fourteen days. At this hearing Mr Spencer will have the opportunity to make representations as to why the interim conditions of practice order should not be continued.

Unless Mr Spencer'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 Spencer 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 Mr Spencer. The NMC will write to Mr Spencer when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Spencer in writing.

That concludes this determination.