

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 20 July 2023**

Virtual Hearing

Name of Registrant:	Nicholas Simon Ford
NMC PIN	96C0171E
Part(s) of the register:	Registered Nurse - Mental Health RNMH - 2002
Relevant Location:	Lincolnshire
Panel members:	Judith Ebbrell (Chair, Registrant member) Rachel Hopper (Registrant member) Nicola Bowes (Lay member)
Legal Assessor:	Monica Daley
Hearings Coordinator:	Xenia Menzl
Nursing and Midwifery Council:	Represented by Adjoa Adei-Ntow, Case Presenter
Mr Ford:	Present and not represented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the variation of the following conditions:

'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 work for one substantive employer. This can be an agency.
2. You must not be the sole registered nurse in charge of a shift or be the only registered nurse on a shift.
3. You must ensure you are indirectly supervised by another registered nurse anytime you are working on a shift. The supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse
4. You must meet with your line manager/supervisor/mentor every month to discuss:
 - Appropriate use of restraint techniques
 - Treating people kindly and considerately
 - Maintaining professional behaviour and language
5. You must obtain a report from your line manager/mentor/supervisor before any NMC review. Each report must contain details of your:
 - Compliance with your employer's policies around appropriate use of restraint techniques

- Compliance with your employer's policy on dignity and respect towards service users and patients
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 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
 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 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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.