

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 10 November 2023**

Virtual Hearing

Name of Registrant:	Jose Fernandes
NMC PIN	16C0794C
Part(s) of the register:	Registered Nurse - Adult March 2016
Relevant Location:	London
Panel members:	Katriona Crawley (Chair, lay member) Sue Gwyn (Registrant member) Wendy West (Lay member)
Legal Assessor:	Richard Ferry-Swainson
Hearings Coordinator:	Samara Baboolal
Nursing and Midwifery Council:	Represented by Anna Leatham, Case Presenter
Mr Fernandes:	Not present and not represented at this hearing
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.

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 work for one substantive employer. This must not be an agency.
2. You must ensure that you are supervised at any time that 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.
3. You must not work as the nurse in charge.
4. You must not administer medication unsupervised until deemed competent to do so independently by a registered nurse who is a workplace line manager or supervisor. Evidence of this must be provided to the NMC within 7 days of completion.
5. You must attend monthly meetings with a line manager, mentor, or supervisor to discuss medication administration and escalating deteriorating patients.

6. You must obtain and provide a report to the NMC from a line manager, mentor or supervisor prior to any review hearing commenting on your progress in relation to the administration of medication and the escalation of deteriorating patients.
7. 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.
8. 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.
9. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any employers you apply to for work (at the time of application).
 - c) 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.

The panel decided to make this interim order for a period of 18 months. The panel was of the view that the period of 18 months is appropriate to allow the NMC sufficient time to conduct a thorough investigation.

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

This will be confirmed to Mr Fernandes in writing.

That concludes this determination.