

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 21 November 2023**

Virtual Hearing

Name of Registrant:	Robert McLaren
NMC PIN	19I3196E
Part(s) of the register:	Registered Nurse – Adult RN1 – (October 2019)
Relevant Location:	East Sussex
Panel members:	Gary Tanner (Chair, Lay member) Jane Hughes (Registrant member) Geoffrey Baines (Lay member)
Legal Assessor:	John Bassett
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Mr McLaren:	Present and not represented
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 limit your nursing practice to one substantive employer, which must not be an agency, bank, or independent practice;
2. You must not be the Nurse in Charge on any shift you are working;
3. You must ensure that you are supervised by another Registered Nurse any time you are working. Your supervision must consist of working at all times on the same unit/team as, but not always directly observed by, a Registered Nurse.
4. You must not prepare or administer any medication until you have completed training on the management and administration of medication, controlled drugs, syringe drivers and training regarding palliative and end-of-life care and been confirmed in a detailed assessment as competent by a Registered Nurse.
5. You must meet with your line manager, supervisor, or mentor every week. At these meetings, you must discuss:

- a) medication practice, policy, and procedures
 - b) record keeping, and
 - c) identification and escalation of all clinical incidents.
6. You must provide a report from your line manager, supervisor, or mentor to the NMC prior to any review hearing or meeting. This report must comment on your:
- a) medication practice, policy, and procedures
 - b) record keeping, and
 - c) identification and escalation of all clinical incidents.
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 NMC 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.