

**Nursing and Midwifery Council
Fitness to Practise Committee**

**New Interim Order Hearing
Tuesday 23 April 2024**

Virtual Hearing

Name of Registrant:	Paul Vincent Flynn
NMC PIN	89C0052S
Part(s) of the register:	Nurses part of the register Sub part 2
Relevant Location:	East Dunbartonshire
Panel members:	Sarah Lowe (Chair, lay member) Sophie Kane (Registrant member) Jane Dalton (Lay member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Brenda Eze
Nursing and Midwifery Council:	Represented by Dr Raj Joshi, Case Presenter
Mr Flynn:	Present and unrepresented at the 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 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.

2. 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. Giving your case officer your employer's contact details.
 - b) Giving your case officer the name and contact details of the organisation offering that course of study.

3. 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.
 - d) Any current or prospective patients or clients you intend to see or care for when you are working independently.

4. 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.

5. 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.

6. You will send the NMC a report, detailing your compliance with these conditions, seven days in advance of the next NMC hearing or meeting from your line manager.

7. You must limit your nursing practice to one employer.

8. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
 - a) Working at all times while being directly observed by a registered nurse of band 6 or above.
 - b) Fortnightly meetings to discuss your clinical caseload with a registered nurse of band 6 or above.

9. You will complete all relevant training in relation to (a) - (f) below, and you will send your case officer evidence upon successful completion of the following:
 - a) Safer Moving & Handling
 - b) Record Keeping
 - c) Treating patients with dignity

- d) Escalation of concerns
- e) Step into Leadership Modules on SSSC
- f) Mandatory training

The panel decided to make this interim order for a period of 18 months to allow time for the NMC to complete their investigation.

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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.