

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 12 March 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Joseph Redwood Hammett</b>
<b>NMC PIN</b>	20C2349E
<b>Part(s) of the register:</b>	Registered Nurse – Learning Disabilities November 2020
<b>Relevant Location:</b>	Norwich
<b>Panel members:</b>	Jill Wells (Chair, lay member) Helen Hughes (Registrant member) Tasneem Dhanji (Lay member)
<b>Legal Assessor:</b>	Fiona Barnett
<b>Hearings Coordinator:</b>	Samara Baboolal
<b>Nursing and Midwifery Council:</b>	Represented by Jane Carver, Case Presenter
<b>Mr Hammett:</b>	Present and represented by Neair Maqboul, instructed by Royal College of Nursing (RCN)
<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 only work for one substantive employer. This must not be an agency.
2. You must not be the nurse in charge of a shift.
3. You must ensure that you are supervised by a registered nurse any time 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.
4. You must attend a minimum of fortnightly meetings with your line manager, mentor or supervisor to discuss your knowledge, skills and judgement required for the role.
5. You must create, with support from your line manager, mentor or supervisor, a personal development plan (PDP) and discuss your progress at each meeting. The PDP must address the concerns regarding your knowledge, skills and judgement for the role, including:

- Time management;
- Care planning and risk assessment;
- Record keeping;
- Patient assessment;
- Communication;
- Confidentiality; and
- Working within the scope of competence

6. You must send your case officer a copy of your up-to-date PDP prior to your next review.
7. You must send your case officer a report from your line manager, mentor or supervisor prior to your next review. This report should include your development and performance in the role.
8. 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.
9. 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.
  - b) 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:
  - 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.
11. 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.
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:
- 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.