

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 15 March 2024**

Virtual Hearing

Name of Registrant:	Palmeshiven Ramsamy
NMC PIN	22B0653E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing – Level 1 – 9 June 2022
Relevant Location:	Sheffield
Panel members:	Katriona Crawley (Chair, Lay member) Jill Robinson (Registrant member) Sarah Hewetson-Grubb (Registrant member)
Legal Assessor:	Oliver Wise
Hearings Coordinator:	Tyrena Agyemang
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Mr Ramsamy:	Not present and unrepresented in the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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

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 a single substantive employer (not an agency) who will provide you with a formal preceptorship programme or equivalent. You must be directly supervised at all times when working until assessed by a senior registered nurse who must be band 6 or above as competent to work without direct supervision.
2. You must send evidence that you have successfully completed your preceptorship programme (or equivalent) to the NMC before the next review hearing.
3. Following the successful completion of the preceptorship programme, you must ensure you are supervised 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 meet fortnightly with your line manager, supervisor or mentor to discuss your progress and clinical practice with specific reference to:
 - a) Appropriate escalation;
 - b) Structured handovers;
 - c) Time management;
 - d) Knowledge of medications; and
 - e) Appropriate prioritisation and completion of tasks.

5. Prior to any review, you must obtain and send to your NMC case officer a report from your line manager, supervisor or mentor outlining your progress and clinical practice with specific reference to:
 - a) Appropriate escalation;
 - b) Structured handovers;
 - c) Time management;
 - d) Knowledge of medications; and
 - e) Appropriate prioritisation and completion of tasks.

6. 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.

7. 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.

8. 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.

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

This will be confirmed to Mr Ramsamy in writing.

That concludes this determination.