

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 16 September 2025**

Virtual Hearing

Name of Registrant:	Michael Rotgans
NMC PIN:	02H0117O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) - 2 August 2002
Relevant Location:	Herefordshire
Panel members:	Nariane Chantler (Chair, Registrant member) Rohan Sivanandan (Lay member) Siobhan Ebden (Registrant member)
Legal Assessor:	Karen Rea
Hearings Coordinator:	Daisy Sims
Nursing and Midwifery Council:	Represented by Fiona Williams , Case Presenter
Mr Rotgans:	Present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 one substantive employer. If this is an agency, then each clinical placement should be for a continuous period of at least 3 months in the same department.
2. You must be directly supervised when managing or administering controlled drugs until you have been assessed as competent to do so by a band 6 nurse or above.

You must provide such competency assessment to your NMC case officer within seven days of receipt.

3. You must have monthly meetings with your line manager or supervisor to have reflective discussions in relation to:
 - Your adherence to policies and procedures regarding the administration and management of controlled drugs
 - Your record keeping in relation to controlled drugs administration and management.
4. You must obtain and submit a report from your line manager or supervisor detailing your progress discussed during the monthly meeting prior to any review of this interim order. The report should include details about:

- Your adherence to policies and procedures regarding the administration and management of controlled drugs
 - Your record keeping in relation to controlled drugs administration and management.
5. 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.
6. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
7. You must tell your NMC 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.
8. 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 Mr Rotgan'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 Rotgan 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 Rotgan. The NMC will write to Mr Rotgan when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Rotgan in writing.

That concludes this determination.