

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 20 February 2026**

Virtual Hearing

Name of Registrant: Fredrick Shaw

NMC PIN: 78H0030N

Part(s) of the register: Registered nurse – sub part 2
General nursing (level 2) – 9 April 1980
Registered nurse – sub part 1
Learning disability nursing (level 1) – 16
December 1981

Relevant Location: County Antrim

Panel members: Michael Lupson (Chair, Lay member)
Cherry Brennan (Registrant member)
Nikki Harvey (Registrant member)

Legal Assessor: Jayne Salt

Hearings Coordinator: John Kennedy

Nursing and Midwifery Council: Represented by Vida Simpeh, Case Presenter

Mr Shaw: Not present and represented by John Mackell,
instructed by Royal College of Nursing (RCN)

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 was of the view that the public would remain suitably protected by the following conditions:

'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 practice to one substantive employer, which must not be an agency.*
- 2. You must not work in any patient-facing role.*
- 3. You must have fortnightly meetings with your line manager, supervisor, or mentor to discuss:*
 - a) Your conduct and performance in the workplace*
 - b) Your use of control and restraint techniques.*
- 4. Prior to any review, you must obtain and send to your NMC Case Officer a report from your line manager, supervisor, or mentor which comments on:*
 - a) Your conduct and performance in the workplace*
 - b) Your use of control and restraint techniques.*
- 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 any substantive employer.*

7. *You must tell your case officer, within seven days of your becoming aware of:*
 - a) *Any clinical incident you are involved in relating to any repetition of the regulatory concerns.*
 - b) *Any investigation started against you relating to any repetition of the regulatory concerns.*
 - c) *Any disciplinary proceedings taken against you relating to any repetition of the regulatory concerns.*

8. *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 substantive employer*
 - b) *Any other person(s) involved in your retraining and/or supervision required by these conditions'*

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Shaw'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 Shaw 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mr Shaw's case officer will write to him about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Shaw. The NMC will write to Mr Shaw when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Shaw in writing.

That concludes this determination.