

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

**New Interim Order Hearing  
Monday, 24 April 2024**

Virtual Hearing

**Name of Registrant:** Gregory David Higgins

**NMC PIN:** 90D0089S

**Part(s) of the register:** Registered Nurse – Sub Part 1  
Mental Health Nursing – 1 August 1999

**Relevant Location:** Glasgow and Clyde

**Panel members:** Denford Chifamba (Chair, Registrant member)  
Leanne Evans (Registrant member)  
Kiran Bali (Lay member)

**Legal Assessor:** Fiona Barnett

**Hearings Coordinator:** Yasmina Di Gesualdo

**Nursing and Midwifery Council:** Represented by Lucie Danti, Case Presenter

**Mr Higgins:** Present and not represented

**Interim order directed:** **Interim conditions of practice order  
(12 months)**

## Decision and reasons on interim order

The panel decided to impose an interim conditions of practice order for a period of 12 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 limit your nursing practice to one substantive employer which may be an agency.
2. 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 on the same shift as, but not always directly observed by a registered nurse.
  - b) Monthly meetings to discuss your clinical caseload with particular reference to professional boundaries and record keeping. You must send your NMC case officer a report of these meetings before the next review of your case.
3. You must not undertake any lone working.
4. Prior to any review of this order, you must provide a report from your line manager, mentor or supervisor, commenting on your compliance with condition number 3.
5. You must keep 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 keep 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.

7. 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.

8. 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.

9. 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 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.

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.