

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

**Substantive Meeting
Friday 25 June 2021**

Virtual Meeting

Name of registrant:	Philip Mark Hyde
NMC PIN:	90C0424E
Part(s) of the register:	Registered Nurse - Sub part 1 Adult nurse level 1 (23 May 1993)
Area of registered address:	Oxford
Type of case:	Health
Panel members:	Nicholas Cook (Chair, lay member) Pamela Campbell (Registrant member) Rachel Childs (Lay member)
Legal Assessor:	Richard Tyson
Panel Secretary:	Jasmin Sandhu
Facts proved by admission:	Charges 1, 2, 3, 4, and 5
Facts proved:	N/A
Facts not proved:	N/A
Fitness to practise:	Impaired
Sanction:	Conditions of practice order (3 years)
Interim order:	Interim conditions of practice order (18 months)

Decision and reasons on sanction

The panel decided to make a conditions of practice order for a period of three years.

The panel determined that the following conditions are appropriate and proportionate in this case:

'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. [PRIVATE]
2. [PRIVATE]
3. At any time that you are employed or otherwise providing nursing services, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of working at all times on the same shift as, but not necessarily under the direct observation of, another registered nurse who is physically present in or on the same ward, unit, floor or home that you are working in or on.
4. [PRIVATE]
5. You must send a report from your line manager, mentor, or supervisor (or their nominated deputy) setting out the standard of your performance and well-being to the NMC before any NMC review hearing or meeting.
6. [PRIVATE]

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

11. You must notify the NMC within 7 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere and provide the NMC with contact details of your employer.

12. You must inform the NMC of any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.

13. a) You must within 7 days of accepting any post or employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study.

b) You must within 7 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.

14. You must immediately inform the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures, and disclose the conditions listed at (1) to (10) above, to them:

- a) Any organisation or person employing, contracting with, or using you to undertake nursing work.
- b) Any agency you are registered with or apply to be registered with (at the time of application)
- c) Any prospective employer (at the time of application)
- d) Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

This will be confirmed to Mr Hyde in writing.

That concludes this determination.