

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

**Substantive Order Review Meeting
Wednesday, 19 April 2023**

Virtual Meeting

Name of registrant: Robert Anthony Quinn

NMC PIN: 14I0933E

Part(s) of the register: Registered Nurse – Sub Part 1
Adult Nursing – September 2014

Relevant Location: Cheshire West and Chester

Type of case: Lack of competence, Misconduct and Health

Panel members: Derek McFaull (Chair, Lay member)
Frances Clarke (Registrant member)
Tricia Breslin (Lay member)

Legal Assessor: Gillian Hawken

Hearings Coordinator: Daisy Sims

Order being reviewed: Suspension Order (6 months)

Outcome: **Conditions of practice order (18 months) to come into effect at the end of 26 May 2023 in accordance with Article 30 (1)**

The panel decided that the public would be suitably protected as would the reputation of the profession by the implementation of the following conditions of practice:

‘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 place of work. That is to say that you work every shift on the same ward, unit, floor or home.
2. You must ensure that you are supervised by a band 6 registered nurse 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 of band 6 or above
3. You must not administer medication unless supervised, until you have been signed off as competent (except in life threatening emergencies). This supervision must consist of:
 - a) You must not administer medication unless directly supervised by a Band 5 nurse or equivalent who is competent in medication administration until you have been signed off as competent.
 - b) You must be assessed by a band 6 nurse competent in medication administration (band 6 or equivalent) in the clinical environment and signed off as competent before you are allowed to administer any medication by any route unsupervised. The medication assessment must include medication calculations, administration and knowledge of medication management policy.
4. You must not undertake patient observations unless supervised, until you have been signed off as competent (except in life threatening emergencies). This supervision must consist of:

- a) You must not undertake patient observations unless directly supervised by a Band 5 nurse or equivalent who is competent in patient observations until you have been signed off as competent.
 - b) You must be assessed and passed competent to undertake patient observations and on the use of MEWS charts or similar by a band 6 nurse competent in patient observations.
5. You will send your case officer evidence that you have successfully completed assessments as outlined in conditions 3 and 4 as well as any other retraining undertaken by you.
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]
9. [PRIVATE]
10. You must work with a named supervisor to create a personal development plan (PDP). Your PDP must address the following concerns.
- Prioritisation
 - Time-Management
 - Infection Prevention and Control (including a practical assessment)
 - Escalation of Deteriorating Patients
 - Stress management in the workplace
 - Medication Administration
 - Delegation
 - Training and development needs
 - Management of diabetic patients, especially in managing emergencies and complications

You must:

- Send your case officer a copy of your PDP within 1 month of the start date of your employment.
- Send your case officer a report from your named supervisor outlining progress towards your PDP every 6 months.

11. You must engage with your named supervisor on a frequent basis to ensure that you are making progress towards the aims set out in your personal development plan (PDP), which include:

- Meeting with your named supervisor at least every fortnight to discuss your progress towards achieving the aims set out in your PDP

12. You must keep us 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.

13. You must keep us 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.

14. 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.

- e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
15. 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.
16. 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

The period of this order is for 18 months.

This conditions of practice order will take effect upon the expiry of the current suspension order, namely the end of 26 May 2023 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well Mr Quinn has complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- Updated information regarding Mr Quinn's intentions around returning to practice as a registered nurse;
- A reflective piece outlining his insight into his clinical failings.

This will be confirmed to Mr Quinn in writing.

That concludes this determination.