

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 8 December 2023**

Virtual Hearing

Name of Registrant:	Connor Andrew Menzies
NMC PIN	1710636S
Part(s) of the register:	RNA, Registered Nurse – Adult (October 2020)
Relevant Location:	Kilmarnock
Panel members:	Godfried Attafua (Chair, registrant member) Richard Carnell (Lay member) Wendy West (Lay member)
Legal Assessor:	Gelaga King
Hearings Coordinator:	Samara Baboolal
Nursing and Midwifery Council:	Represented by Alex Radley, Case Presenter
Mr Menzies:	Present and represented by Christopher Weir (Counsel) Anderson Strathern
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

The panel next considered whether to impose an interim conditions of practice order. It determined that workable and appropriate conditions could be formulated to mitigate the risk of harm. As such it 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. [PRIVATE]
2. You must limit your nursing practice to NHS Ayrshire and Arran. You must not work for an agency.
3. You must not be the nurse in charge of any shift.
4. You must not be involved in medications management or administration unless you are directly supervised by another registered nurse.
5. You must ensure that you are supervised at 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.
6. [PRIVATE]
7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

11. [PRIVATE]

12. You must keep the 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.

13. You must immediately give a copy of these conditions to:

- a. NHS Ayrshire and Arran
- b. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

14. 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.

15. 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 educational establishment.
- b. 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 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 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.