

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 27 December 2023**

Virtual Hearing

Name of Registrant:	Deojit Persand
NMC PIN	06G00210
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 3 July 2006
Relevant Location:	Hailsham
Panel members:	Sarah Tozzi (Chair, lay member) Maureen Gunn (Registrant member) Louise Geldart (Lay member)
Legal Assessor:	John Donnelly
Hearings Coordinator:	Daisy Sims
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Deojit Persand:	Present and represented at this hearing by Deborah Tompkinson, Counsel
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

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 practice to a single substantive employer, which must not be through an agency.
- 2) You must not be the manager or deputy manager at any place you are working.
- 3) You must not be the nurse in charge of any ward, shift or setting.
- 4) You must be directly supervised by another registered nurse when administering medication until assessed and deemed competent to do so without supervision while working as a registered nurse. Confirmation of this assessment must be provided to your NMC case officer within 7 days of its completion.
- 5) You must have a meeting with your supervisor, manager or mentor on a monthly basis to discuss the following;
 - a) Medicines administration and management
 - b) Escalation of a deteriorating patient
 - c) Communication with colleagues and patients
 - d) Honesty and integrity
 - e) Duty and candour

- 6) You must, prior to any review hearing, provide a report to your NMC case officer, from your manager, mentor or supervisor, addressing your progress in relation to the following:
 - a) Medicines administration and management
 - b) Escalation of a deteriorating patient
 - c) Communication with colleagues and patients
 - d) Honesty and integrity
 - e) Duty and candour

- 7) 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.

- 8) 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.

- 9) You must immediately give a copy of these conditions to:
 - a) Your employer.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

- 10) 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.

- 11) 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 Mr Persand'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 Persand 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.

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

This will be confirmed to Mr Persand in writing.

That concludes this determination.