

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

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

Virtual Hearing

<b>Name of Mr Plaza:</b>	Mr Andrew William Plaza
<b>NMC PIN</b>	88G0553E
<b>Part(s) of the register:</b>	Registered Nurse Sub Part 1 Adult Nursing – Level 1 (15 October 1991)
<b>Relevant Location:</b>	Wolverhampton
<b>Panel members:</b>	Geraldine O'Hare (Chair, lay member) Christine Callender (Mr Plaza member) Clare Taggart (Lay member)
<b>Legal Assessor:</b>	Nigel Ingram
<b>Hearings Coordinator:</b>	Rebecka Selva
<b>Nursing and Midwifery Council:</b>	Represented by James Edenborough, Case Presenter
<b>Mr Plaza:</b>	Not present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm 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 restrict your practice as a registered nurse to Alma Court Nursing Home, Staffordshire ('The Home').*
  
- 2. You must ensure that you are supervised by another 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, another registered nurse who is physically present within The Home.*
  - Monthly meetings with your supervisor/line manager/mentor to discuss your professional conduct and boundaries.*
  
- 3. You must obtain a report from your line manager, supervisor or mentor and send it to your NMC case officer prior to any review of your order. Each report must comment on your professional conduct and your adherence to professional boundaries.*
  
- 4. 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.*
  
- 5. 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.*

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

*a) The Home manager.*

*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.*

*7. 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.*

*8. 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) The Home manager.*

*b) Any educational establishment.*

*c) Any other person(s) involved in your retraining and/or supervision required by these conditions*

Unless Mr Plaza'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 Plaza 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 Mr Plaza. The NMC will keep Mr Plaza informed of developments in relation to that issue.

This will be confirmed to Mr Plaza in writing.

That concludes this determination.