

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 5 May 2023**

Virtual Hearing

Name of Registrant:	Michael Cawood-Campbell
NMC PIN	97C1182E
Part(s) of the register:	Registered Nurse – Mental Health Nursing RNMH - April 2000
Relevant Location:	Sheffield
Panel members:	Angela Williams (Chair, lay member) Carolyn Jenkinson (Registrant member) Dee Rogers (Lay member)
Legal Assessor:	Patricia Crossin
Hearings Coordinator:	Tom Kerr
Nursing and Midwifery Council:	Represented by Jane Carver, Case Presenter
(Registrant's name):	Present and represented by Deepan Jaddoo, instructed by UNISON
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

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 limit your nursing practice to one substantive employer, which must not be an agency.
2. You must ensure that you are supervised by another registered nurse 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 that nurse.
3. You must not be the sole nurse in charge of any shift.
4. You must not work on a night shift.
5. You must meet fortnightly with your line manager, mentor or supervisor to ensure you are fulfilling your nursing duties in light of the matters alleged in this case.
6. You must obtain a report from your line manager, mentor or supervisor commenting on the progress of your professional standards as set out in condition 5. This report must be provided to your NMC case officer before any review hearing.
7. 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.

8. 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.

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

a) Any organisation or person you work for.

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.

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 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 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 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.