

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 8 November 2023**

Virtual Hearing

<b>Name of Mr Carter:</b>	<b>Sean Carter</b>
<b>NMC PIN</b>	19I2022S
<b>Part(s) of the register:</b>	Registered Nurse Nursing – RNA – November 2022
<b>Relevant Location:</b>	Glasgow
<b>Panel members:</b>	Michael McCulley (Chair, lay member) Jenny Gough (Mr Carter member) Matthew Burton (Lay member)
<b>Legal Assessor:</b>	Tim Bradbury
<b>Hearings Coordinator:</b>	Jessie Miller
<b>Nursing and Midwifery Council:</b>	Represented by James Wilson, Case Presenter
<b>Mr Carter:</b>	Present and unrepresented
<b>Interim order directed:</b>	Interim conditions of practice order (15 months)

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 15 months.

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 (1) substantive employer.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse whilst involved in the management or administration of medications until signed off as competent by another registered nurse.
4. Having been formally assessed and signed off as competent in medications management and administration, verification of this must be sent to the NMC within seven (7) days of the sign off date.
5. You must meet with your line manager/mentor/supervisor every two (2) weeks to discuss your progress in the following areas:
  - a) Medications management and administration
  - b) Record keeping
  - c) Escalation of clinical concerns
  - d) [PRIVATE].
6. You must obtain a report from your line manager/mentor/supervisor and provide it to the NMC prior to your next hearing in relation to your progress in the following areas:

- a) Medications management and administration
- b) Record keeping
- c) Escalation of clinical concerns
- d) [PRIVATE].

7. [PRIVATE].

8. 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.

9. 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.

10. 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.

11. 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.

12. 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 Carter'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 Carter 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 Carter. The NMC will write to Mr Carter when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Carter in writing.

That concludes this determination.