

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday 11 September 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Orges Terziu</b>
<b>NMC PIN</b>	17G0043C
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) 25 July 2017
<b>Panel members:</b>	Godfried Attafua (Chair, registrant member) Jane Hughes (Registrant member) Michael Lupson (Lay member)
<b>Legal Assessor:</b>	Alain Gogarty
<b>Hearings Coordinator:</b>	Debbie Olawore
<b>Nursing and Midwifery Council:</b>	Represented by Alban Brahim, Case Presenter
<b>Mr Terziu:</b>	Present and not represented at the hearing
<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 varied</b>

## 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 nursing practice to one substantive employer, and you must not undertake agency or bank shift work.
2. You must ensure that you are **indirectly** 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, another registered nurse.
3. You must be directly supervised anytime you are administering IV medication until you have been assessed as competent to do so independently without supervision. You must send evidence of satisfactory completion of assessment to the NMC within seven days of completing this.
4. You must have monthly meetings with your line manager, mentor, or supervisor to discuss your;
  - a) General well-being
  - b) Coping with stress at work
  - c) Nursing performance.
5. Before any review you must send your case officer a report from your line manager, mentor, or supervisor commenting on your;
  - a) General well-being
  - b) Coping with stress at work
  - c) Nursing performance.

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

- a) Your general practitioner
- b) Your occupational health practitioner
- c) Any other registered medical practitioner or therapist responsible for your care.

7. You must allow:

- a) Your general practitioner
- b) Any other registered medical practitioner or therapist responsible for your care to share information about your health, treatment, and compliance with these conditions with the NMC and with each other.

8. You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:

- a) Your general practitioner.
- b) Your occupational health practitioner.
- c) Any other registered medical practitioner or therapist responsible for your care.

9. You must remain under the care of your general practitioner, occupational health practitioner, and any other registered medical practitioner or therapist responsible for your care. You must attend appointments as requested by them. You must follow any advice they give and/or any recommendations they make.

10. You must obtain a report from your General Practitioner and/or Occupational health practitioner (if applicable) responsible for your care before any review hearing. Each report must contain details of your health and treatment and compliance to these conditions.

11. 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.

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) Any organisation or person you work for.
- b) Any agency you apply to or are registered with for work.
- c) Any employers you apply to for work (at the time of application).
- d) 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 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 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 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.