

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 15 April 2024**

Virtual Hearing

Name of Registrant:	Christopher Law
NMC PIN	93C0817E
Part(s) of the register:	Registered Nurse – Sub part 1 Learning Disabilities Nursing (Level 1) – 24 February 1996
Relevant Location:	Dundee
Panel members:	Jill Wells (Chair, lay member) Hayley Ball (Registrant member) Julian Graville (Lay member)
Legal Assessor:	Graeme Henderson
Hearings Coordinator:	Catherine Blake
Nursing and Midwifery Council:	Represented by Hena Patel, Case Presenter
Mr Law:	Not present but represented at the hearing by Gary Burton, instructed by the Royal College of Nursing (RCN)
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 was of the view that the public would remain suitably protected by the continuation of the following varied conditions:

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. The single clinical placement can be obtained by an agency, but the clinical placement must be for a minimum of three months.
- 2) You must not be the nurse in charge of any shift.
- 3) You must ensure that you are directly supervised by another Registered Nurse when you are involved in the management or administration of medication, until you are assessed as competent at each clinical placement you obtain. Proof of this assessment must be sent to the NMC within seven days of completion.
- 4) You must meet with your clinical line manager, mentor, or supervisor at any placement every two weeks to discuss your practice in relation to:
 - Record keeping.
 - Medication administration and management.
 - Patient care.
 - Treating patients with dignity and respect.
 - Clinical observations.
 - Communication with colleagues and patients.
- 5) You must obtain a report from your clinical line manager, mentor or supervisor outlining your progress in relation to:

- Record keeping.
- Medication administration and management.
- Patient care.
- Treating patients with dignity and respect.
- Clinical observations.
- Communication with colleagues and patients.

You must send this report to your case officer prior to any review hearing or meeting.

- 6) 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.

- 7) 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.

- 8) 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.
 - d) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

- 9) 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.

10) 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 Law'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 Law 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mr Law's case officer will write to him about this in due course.

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

This will be confirmed to Mr Law in writing.

That concludes this determination.