

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 8 February 2024**

Virtual Hearing

Name of Registrant:	Tom Bell
NMC PIN:	21H0055W
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 17 December 2021
Panel members:	Katriona Crawley (Chair, lay member) Elizabeth Williamson (Registrant member) Anne Brown (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Eyram Anka
Nursing and Midwifery Council:	Represented by Simran Ghotra, Case Presenter
Mr Bell:	Not present and not represented at this hearing
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 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 if it is an agency, it should be a single clinical placement of not less than 3 months.
2. You must not be the nurse in charge of any shift.
3. Prior to commencing any employment as a registered nurse you must undertake a course in Maintaining Professional Boundaries and provide your NMC case officer with confirmation of successful completion.
4. You must ensure that you are indirectly 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.
5. When performing manual handling you must be directly observed by another registered nurse until you have been formally assessed and signed off as competent by another registered nurse.
6. You must meet fortnightly with your line manager to discuss your professional conduct and behaviour and your performance in maintaining professional boundaries.

7. Prior to any review hearing you must obtain and provide to your NMC Case Officer a report from your line manager commenting on your professional conduct and behaviour and your performance in maintaining professional boundaries.
8. Prior to the next review you must provide your NMC case officer with your written reflection on the regulatory concerns.
9. 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.
10. 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.
11. 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.

12. 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.

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

This will be confirmed to Mr Bell in writing.

That concludes this determination.