

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Thursday, 29 February 2024**

Virtual Hearing

Name of Registrant:	Nicholas Roger Parry
NMC PIN	11C0056W
Part(s) of the register:	Registered Nurse - Adult (March 2011)
Relevant Location:	Neath Port Talbot
Panel members:	Clive Chalk (Chair, Lay member) Bernadette Bridget Nipper (Registrant member) Clare Taggart (Lay member)
Legal Assessor:	Peter Jennings
Hearings Coordinator:	Petra Bernard
Nursing and Midwifery Council:	Represented by Matt Kewley, Case Presenter
Mr Parry:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order (18 months) 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 practice to a single substantive employer which must not be an agency.
2. You must be directly supervised at all times when administering medications or undertaking enteral feeding until deemed competent to do so independently. Evidence of successful competency assessments must be sent to the NMC within 7 days of completion.
3. You must not be the sole nurse on duty or the Nurse in Charge of any shift.
4. You must work at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.
5. You must meet with your line manager, mentor or supervisor (or nominated deputy) every two weeks to discuss the standard of your performance and conduct with regards to:
 - a. Medicines administration and management
 - b. Clinical practice with regards to:
 - (i) Infection Control
 - (ii) Wound Care and Hygiene
 - (iii) Enteral feeding

6. You must send a report from your line manager, mentor or supervisor (or nominated deputy) setting out the standard of your performance and conduct with regards to:
 - a) Medicines administration and management
 - b) Clinical practice with regards to:
 - i. Infection Control
 - ii. Wound Care and Hygiene
 - iii. Enteral feeding

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

The panel therefore decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Parry'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 Parry 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mr Parry. The NMC will keep Mr Parry informed of developments in relation to that issue.

This will be confirmed to Mr Parry in writing.

That concludes this determination.