

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 26 January 2024**

Virtual Hearing

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| Name of Registrant: | Neal Shields |
| NMC PIN | 16I0246N |
| Part(s) of the register: | Registered Nurse – Sub part 1 Learning Disabilities Nursing (Level 1) – 15 September 2016 |
| Relevant Location: | Belfast |
| Panel members: | Godfried Attafua (Chair, registrant member) Hayley Bell (Registrant member) Neil Calvert (Lay member) |
| Legal Assessor: | Andrew Reid |
| Hearings Coordinator: | Jack Dickens |
| Nursing and Midwifery Council: | Represented by Hazel McGuinness, Case Presenter |
| Mr Shields: | 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 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 only work as a registered nurse for South Eastern Health and Social Care Trust under the strict supervision of the Trust Oversight Group.
2. You must not undertake any bank or agency work.
3. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your NMC Case Officer within seven days of accepting any course of study.
 - b) Giving your NMC Case Officer the name and contact details of the organisation offering that course of study
4. You must immediately give a copy of these conditions to South Eastern Health and Social Care Trust and the Trust Oversight Group.
5. You must tell your NMC 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.
 - d) If for any reason your employment has terminated.

6. You must allow your NMC Case Officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
 - a) The South Eastern Health and Social Care Trust and the Trust Oversight Group.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

7. You must send your NMC Case Officer in advance of any NMC review of your case, a report from your line manager, mentor or supervisor regarding your practice and current role within the Trust.

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

This will be confirmed to Mr Shields in writing.

That concludes this determination.