

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 28 March 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Franck Andreone</b>
<b>NMC PIN</b>	96C0302S
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Mental Health Nursing (Level 1) –22 March 1999
<b>Relevant Location:</b>	Dumfries and Galloway
<b>Panel members:</b>	Angela Williams (Chair, lay member) Hayley Ball (Registrant member) Simon Shevlin (Lay member)
<b>Legal Assessor:</b>	Gerard Coll
<b>Hearings Coordinator:</b>	Flynn Cammock-Nicholls
<b>Nursing and Midwifery Council:</b>	Represented by Mary Kyriacou, Case Presenter
<b>Mr Andreone:</b>	Present and represented by Lauren Doherty, Anderson Strathern
<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 confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the confirmation of the following unchanged 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 NHS Dumfries and Galloway.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are 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, a registered nurse of band 6 or above.
4. You must meet with your line manager, mentor, or supervisor every two weeks to discuss your conduct and performance, with specific reference to:
  - a) Deprivation of liberty
  - b) De-escalation of volatile clinical situations
  - c) Use of Seclusion
  - d) Escalation of care.

5. You must send your NMC case officer a report from your line manager, mentor, or supervisor prior to any review, commenting on your conduct and performance with specific reference to:
  - a) Deprivation of liberty
  - b) De-escalation of volatile clinical situations
  - c) Use of Seclusion
  - d) Escalation of care.
  
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.
  
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.

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

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 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. Your case officer will write to you 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 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.