

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 14 March 2024**

Virtual Hearing

Name of Registrant:	Stephen John Robdrup
NMC PIN	93C2356E
Part(s) of the register:	Registered Nurse – Sub part 1 Learning Disabilities Nurse (level 1) – March 1996
Relevant Location:	County Durham
Panel members:	Rama Krishnan (Chair, lay member) Carolyn Jenkinson (Registrant member) David Brown (Lay member)
Legal Assessor:	John Bromley-Davenport KC
Hearings Coordinator:	Max Buadi
Nursing and Midwifery Council:	Represented by Hugo Lodge, Case Presenter
Mr Robdrup:	Not present but represented by Matthew Stanbury, instructed by Clifford Johnston & Co Solicitors
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with an interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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. If it is with an agency then a placement must be for a minimum duration of three months.
2. You must not be the manager, nurse in charge or supervisor of any shift.
3. You must ensure that you are supervised 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.
4. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about
 - Creating a positive culture in the workplace;
 - Treating patients with kindness and respect.
5. You must meet with your line manager, mentor or supervisor at least once a month to discuss your progress towards achieving the aims set out in your PDP and your general performance at work.

6. You must provide the NMC with a report from your line manager, mentor or supervisor, at least 7 days before each review hearing or meeting, commenting on:
 - Your progress towards achieving the aims set out in your PDP; and
 - your general performance at work.

7. 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.

8. 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.

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

This will be confirmed to Mr Robdrup in writing.

That concludes this determination.