

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday 15 May 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Jack Spencer</b>
<b>NMC PIN:</b>	22H2812E
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – 5 February 2023
<b>Relevant Location:</b>	Suffolk
<b>Panel members:</b>	Kiran Gill (Chair, lay member) Jenny Gough (Registrant member) Michael Lupson (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Leigham Malcolm
<b>Nursing and Midwifery Council:</b>	Represented by James Wilson, NMC Case Presenter
<b>Mr Spencer:</b>	Not present and unrepresented at this hearing
<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 varied</b>

## Decision and reasons on interim order

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

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 restrict your practice to one substantive employer, this must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse any time you are undertaking the following, until being formally assessed as competent to do so by another registered healthcare professional:
  - a) Medication management and administration
  - b) Maintenance and recording of accurate fluid balance charts.

You must send copies of the completed competency assessments to the NMC case officer within 7 days of completion of the assessments.

4. You must ensure that you are supervised by a registered nurse any time you are working as a registered nurse. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
5. [PRIVATE]

6. [PRIVATE]

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

11. [PRIVATE]

12. 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.

13. 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.

14. 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.

15. You must tell your case officer, within seven days of you becoming aware of:

- a) Any clinical incident you are involved in.
- b) Any investigation started against you.
- c) Any disciplinary proceedings taken against you.

16. 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 vary the interim conditions of practice order as set out above. The varied order will run for the remainder of the current interim order.

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

This will be confirmed to Mr Spencer in writing.

That concludes this determination.