

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

**Interim Order Review Hearing
Friday, 15 December 2023**

Virtual Hearing

| | |
|---------------------------------------|---|
| Name of Registrant: | Jason Rees |
| NMC PIN | 92D0097W |
| Part(s) of the register: | Registered Nurse – Mental Health RMNH – (April 1995) |
| Relevant Location: | Wales |
| Panel members: | David Crompton (Chair, Lay member) Donna Green (Registrant member) Matthew Wratten (Lay member) |
| Legal Assessor: | John Bromley-Davenport |
| Hearings Coordinator: | Nicola Nicolaou |
| Nursing and Midwifery Council: | Represented by Sophia Ewulo, Case Presenter |
| Mr Rees: | Not present and not represented |
| 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 was of the view that the public would remain suitably protected by the implementation of the following 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 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.**
2. *You must limit your practice to only one substantive employer that must not be an agency.*
3. *You must not be the nurse in charge on a shift.*
4. *You must be indirectly supervised at all times you are working by a Band 6 or above registered nurse. This indirect supervision must consist of working on the same shift as though not necessarily directly observed by the registered nurse.*
5. *You must have regular meetings with your supervisor or line manager every two weeks to discuss;*

- *Your compliance with Mental Health act Legislation*
 - *Your compliance with employer's protocols*
 - *Your professionalism and working as part of a multidisciplinary team.*
6. *You must arrange for a report from your supervisor or line manager to be sent to your NMC case officer prior to the next review hearing. This report should reference your compliance with*
Mental Health Act Legislation, your compliance with employer's protocols, and your professionalism and working as part of a multidisciplinary team.
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 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 Rees'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 Rees 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 Rees's case officer will write to him about this in due course.

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

This will be confirmed to Mr Rees in writing.

That concludes this determination.