

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 3 May 2023**

Virtual Hearing

Name of Registrant:	Nik Anderson Turner
NMC PIN	18B0973E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) 26 September 2019
Relevant Location:	Surrey
Panel members:	Sarah Hamilton (Chair, Lay member) Helen Hughes (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Gillian Hawken
Hearings Coordinator:	Michael Reiners
Nursing and Midwifery Council:	Represented by Mary Kyriacou, Case Presenter
Mr Turner:	Present and represented by Callum Munday, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 limit your nursing practice to one substantive employer, namely Phyllis Tuckwell Hospice.*
2. *You must not be the nurse in charge.*
3. *You must be directly supervised whilst managing and administering medication.*
4. *You must not administer any controlled drugs without a second checker.*
5. *You must ensure you are supervised by another registered nurse any time you are working. Such supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.*
6. *You must meet fortnightly with your line manager, mentor or supervisor to discuss your:*
 - a) *Administration and management of medication;*
 - b) *Administration of controlled drugs with a second checker;*
 - c) *Communication with patients and colleagues;*
 - d) *Documentation and record keeping; and*

e) *General performance and conduct.*

7. *You must provide a report from your line manager, mentor or supervisor to the NMC before any reviewing hearing. The report must comment on your:*

- a) *Administration and management of medication;*
- b) *Administration of controlled drugs with a second checker;*
- c) *Communication with patients and colleagues;*
- d) *Documentation and record keeping; and*
- e) *General performance and conduct.*

8. *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.*

9. *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.*

10. *You must immediately give a copy of these conditions to:*

- a) *Any organisation or person you work for.*
- b) *Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.*

11. *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.*

12. *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 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, yourself 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 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.