

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 4 October 2023**

Virtual Hearing

Name of Registrant:	Lewis Martin Palmer
NMC PIN	07B1596E
Part(s) of the register:	Registered Nurse Adult Nursing - September 2007
Relevant Location:	Wiltshire
Panel members:	Nariane Chantler (Chair, Registrant member) Jenny Gough (Registrant member) Michael Lupson (Lay member)
Legal Assessor:	John Moir
Hearings Coordinator:	Amanda Ansah
Nursing and Midwifery Council:	Represented by Shoba Aziz, Case Presenter
Mr Palmer:	Not present and unrepresented in person
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 has determined that the following existing 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 restrict your nursing practice to one substantive employer, namely Salisbury NHS Foundation Trust. You must not work for an agency.
2. You must not administer or manage any medication unless directly supervised by a nurse of Band 5 or above.
3. You must ensure that you are supervised by your line manager, mentor or supervisor any time you are working.
 - a. Your supervision must consist of monthly supervision meetings with your line manager, mentor, or supervisor to discuss your [PRIVATE] and compliance with these conditions.
4. You must send your case officer a report from your line manager, mentor, or supervisor prior to any hearing commenting on your [PRIVATE] and compliance with these conditions.
5. [PRIVATE].
6. [PRIVATE].
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 immediately give a copy of these conditions to:
- a. Salisbury NHS Foundation Trust.
 - b. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
10. 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.
11. 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. Salisbury NHS Foundation Trust
 - b. Any educational establishment.
 - c. Any other person(s) involved in your retraining and/or supervision required by these conditions.
12. [PRIVATE].

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

This will be confirmed to Mr Palmer in writing.

That concludes this determination.