

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

**Interim Order Review Hearing  
Thursday, 15 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Abraham Morgen</b>
<b>NMC PIN:</b>	08B0675E
<b>Part(s) of the register:</b>	Registered Nurse - Sub Part 1 Adult Nursing - July 2008
<b>Relevant Location:</b>	Dudley
<b>Panel members:</b>	Adrian Ward (Chair, Lay member) Jillian Claire Rashid (Registrant member) Clare Taggart (Lay member)
<b>Legal Assessor:</b>	Gillian Hawken
<b>Hearings Coordinator:</b>	Christine Iraguha
<b>Nursing and Midwifery Council:</b>	Represented by Holly Girven, Case Presenter
<b>Mr Morgen:</b>	Not present and unrepresented at the 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 confirmed</b>

## **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 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 practice to one substantive employer, this must not be an agency.
2. You must be directly supervised by a registered nurse at any time you are involved in the management or administration of medication.
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 another registered nurse.
4. You must not be the nurse in charge of any shift.
5. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss your performance in relation to the following:
  - a) The management and administration of medication;
  - b) Your conduct; and
  - c) Clinical Practice.

6. You must provide records of the meetings and a report from your line manager, mentor, or supervisor, to the NMC before any review hearing. This report must outline your progress in respect of your performance in relation to:
  - a) The management and administration of medication;
  - b) Your conduct; and
  - c) Clinical Practice.
  
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 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.
  
9. 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.
  
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) 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 Morgen'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 Morgen 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 Morgen'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 Morgen. The NMC will keep Mr Morgen informed of developments in relation to that issue.

This will be confirmed to Mr Morgen in writing.

That concludes this determination.