

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

**Interim Order Review Hearing
Tuesday 12 December 2023**

Virtual Hearing

Name of Registrant:	Thomas George Lyon
NMC PIN	1011681S
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing – 30 December 2013
Relevant Location:	Aberdeen, Scotland
Panel members:	Adrian Smith (Chair, lay member) Jude Bayly (Registrant member) Pamela Campbell (Registrant member)
Legal Assessor:	Robin Leach
Hearings Coordinator:	Yewande Oluwalana
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Mr Lyon:	Not present and unrepresented at this hearing
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 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 immediately give a copy of these conditions to any employer you apply to for work (at the time of application).
2. You must limit your nursing practice to one substantive employer which must not be an agency.
3. You must only work under the direct supervision of another registered nurse if working in a patient facing mental health or neurological care setting.
4. When practising as registered nurse in all other care settings, 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, but not always directly observed, by another registered nurse.
5. You must meet with your supervisor, line manager or mentor (who must be a registered nurse) monthly to discuss your de-escalation techniques and behaviour management
6. You must obtain and send a report to the NMC from your line manager, supervisor or mentor commenting on your de-escalation techniques and behaviour management before any subsequent review hearing.
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 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 Lyon'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 Lyon 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.

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

This will be confirmed to Mr Lyon in writing.

That concludes this determination.