

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 22 December 2025**

**Virtual Hearing**

<b>Name of Registrant:</b>	<b>Alexander Douglas Francis</b>
<b>NMC PIN:</b>	<b>20C3198E</b>
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Children's Nursing (Level 1) – 24 September 2021
<b>Panel members:</b>	Gary Tanner (Chair, Lay member) Hayley Ball (Registrant member) Sally Allbeury (Lay member)
<b>Legal Assessor:</b>	Nigel Ingram
<b>Hearings Coordinator:</b>	Abigail Addai
<b>Nursing and Midwifery Council:</b>	Represented by Samprada Mukhia, Case Presenter
<b>Mr Francis:</b>	Not present and unrepresented at this hearing
<b>Interim order to be reviewed:</b>	Interim suspension order (18 months)
<b>Outcome of review:</b>	<b>Interim suspension order confirmed</b>

## **Decision and reasons on interim order**

The panel decided to confirm the current interim suspension order.

Unless Mr Francis case has already been concluded or there has been a material change of circumstances, a panel will review the interim suspension order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim suspension order at this meeting and Mr Francis will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mr Francis will be invited to attend in person, send a representative on Mr Francis' behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim suspension order or it may replace it with an interim conditions of practice order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Francis. The NMC will write to Mr Francis when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Francis in writing.

That concludes this determination.