

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Friday, 7 November 2025

Virtual Hearing

Name of Registrant:	Darren Henderson
NMC PIN:	21H0165N
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing (Level 1) – 01 October 2021
Relevant Location:	Northern Ireland
Panel members:	Neil Calvert (Chair, Lay member) Vikki Crickmore (Registrant member) Louise Jones (Lay member)
Legal Assessor:	Graeme Henderson
Hearings Coordinator:	Fabbiha Ahmed
Nursing and Midwifery Council:	Represented by Naa-Adjeley Barnor, Case Presenter
Mr Henderson:	Present and represented by Christopher Geering, instructed by 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 confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

‘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 [PRIVATE].
2. You must not have any face-to-face patient contact.
3. You may undertake voice-only triage calls via telephone, however, should a patient require direct contact, you must pass that patient onto your manager.
4. You must limit your [PRIVATE] involvement to panels and completing [PRIVATE], however you cannot have direct patient contact.
5. You must meet monthly with your line manager to discuss and review your current case load, with particular focus on:
 - Maintaining professional boundaries.
 - Working with vulnerable individuals.
6. You must provide the NMC with a report from your line manager prior to any review of this case. The report must give an overview of your discussions in regard to:
 - Maintaining professional boundaries.
 - Working with vulnerable individuals.
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) [PRIVATE]
 - 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 you 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, 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

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

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, you 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, 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. Your case officer will write to you about this in due course.

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.