

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Meeting
Monday, 10 November 2025

Virtual Hearing

Name of Registrant:	Samuel Aidan Watson
NMC PIN:	22L0658E
Part(s) of the register:	Registered Nurse - Adult (RNA) 17 January 2023
Relevant Location:	Worcestershire
Panel members:	Gary Tanner (Chair, lay member) Sue Gwyn (Registrant member) Hazel Wilford (Lay member)
Hearings Coordinator:	Tyra Andrews
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 limit your practice to Herefordshire and Worcestershire Health and Care Trust. You must not work in a community nurse role or carry out bank or agency shifts.
2. You must ensure that you are indirectly supervised by a registered nurse 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.
3. You must be directly supervised any time you are administering medication including injections or undertaking wound management until you have been assessed as competent by a manager or supervisor who must be a registered nurse.
4. You must meet with your line manager or supervisor monthly to discuss the following areas of practise:
 - Medicine Management and administration
 - Tissue viability and wound care
 - Record keeping, documentation and communication.
 - Infection prevention and control
 - Professional conduct

5. You must send a report from your line manager or supervisor to the NMC prior to any review hearing about your performance in the following areas:
 - Medicine Management and administration
 - Tissue viability and wound care
 - Record keeping, documentation and communication.
 - Infection prevention and control
 - Professional conduct
6. 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.
7. 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.
8. 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).
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 Watson's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice 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 conditions of practice order at this meeting and Mr Watson 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 Watson will be invited to attend in person, send a representative on Mr Watson's 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 conditions of practice order or it may replace it with an interim suspension order.

This will be confirmed to Mr Watson in writing.

That concludes this determination.