

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
27 October 2025**

**Virtual Hearing**

<b>Name of Registrant:</b>	<b>Nicholas David Adams</b>
<b>NMC PIN:</b>	<b>07B0540E</b>
<b>Part(s) of the register:</b>	Registered Nurse - RNA Adult Nursing – January 2007
<b>Relevant Location:</b>	Northampton
<b>Panel members:</b>	Petra Leseberg (Chair, lay member) Nicola Bowes (Lay member) Georgia Kontosorou (Registrant member)
<b>Legal Assessor:</b>	Niel Fielding
<b>Hearings Coordinator:</b>	Eric Dulle
<b>Nursing and Midwifery Council:</b>	Represented by Tom Hoskins, Case Presenter
<b>Mr Adams:</b>	Not present and unrepresented
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 nursing practice to a single, substantive employer. This employer must not be an agency or a nursing bank.
2. You may only work in a non-patient facing role.
3. You must not be the registered nurse in charge or the sole registered nurse on duty.
4. You must meet with your line manager, mentor or supervisor fortnightly to discuss:
  - Professional boundaries
  - Patient confidentiality
  - Information governance
  - Safeguarding in relation to adults and children
5. You must send a report to the NMC prior to any review from your line manager, mentor or supervisor commenting upon your compliance with condition 4.
6. You must keep us 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 us 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).
  - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a 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

The panel decided to vary this interim conditions of practice order. It will run for the remainder of the current interim order.

Unless Mr Adams'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 Adams 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 Adams's case officer will write to him 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 Mr Adams. The NMC will write to Mr Adams when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Adams in writing.

That concludes this determination.