

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Monday, 22 September 2025**

Virtual Meeting

Name of Registrant:	Martin Griffiths
NMC PIN	06F0901E
Part(s) of the register:	Registered Nurse – Mental Health Nursing RNMH – (28 September 2006)
Relevant Location:	Manchester
Panel members:	Palbinder Thandi (Chair, Lay member) Jane Hughes (Registrant member) Howard Millington (Lay member)
Hearings Coordinator:	Nicola Nicolaou
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 was of the view that the public would remain suitably protected by the continuation of the following conditions:

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 one substantive employer.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse any time you are handling, managing or administering medication until you are formally assessed as competent. You must send the assessment papers to your case officer within 14 days of being formally assessed as competent.
4. You must undertake fortnightly meetings with your line manager or supervisor to discuss your conduct and performance in the following areas of concern:
 - a) Record keeping.
 - b) Management of falls.
 - c) Medication administration and management.
 - d) Head injury management.

5. Before this order is reviewed, you must send a report from your line manager or supervisor to your Nursing and Midwifery Council (NMC) case officer. This report should discuss all aspects of your conduct and performance and comment on the following areas of concern:
 - a) Record keeping.
 - b) Management of falls.
 - c) Medication administration and management.
 - d) Head injury management.
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).
 - 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.

Unless there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mr Griffiths will be notified of that panel's decision in writing following that meeting.

Alternatively, Mr Griffiths is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mr Griffiths will be able to attend and make representations, send a representative on his behalf or submit written representations about whether the order continues to be necessary. Mr Griffiths must inform his case officer if he would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mr Griffiths does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mr Griffiths and his representative will be invited to attend.

This decision will be confirmed to Mr Griffiths in writing.

That concludes this determination.