

**Nursing and Midwifery Council
Investigating Committee
New Interim Order Hearing
Thursday, 25 September 2025**

Virtual Hearing

Name of registrant: Mr Thomas Hadley

NMC PIN: 15D3444E

Part(s) of the register: Registered Nurse - Adult – RNA –
November 2015

Relevant Location: Wirral

Panel members: Mahjabeen Agha (Chair, Lay member)
Sue Gwyn (Registrant member)
Sandra Norburn (Lay member)

Legal Assessor: Nigel Ingram

Hearings Coordinator: Maya Khan

Nursing and Midwifery Council: Represented by Anna Rubbi, Case Presenter

Mr Hadley: Present and represented by Gerard
McGettigan, Counsel

Interim order directed: **Interim conditions of practice order
(18 months)**

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for 18 months.

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 restrict your nursing practice to one substantive employer which must not be an agency or involve any bank work.
2. You must not work in a critical care environment.
3. You must not be the sole nurse in charge at any time.
4. You must be directly supervised by another registered nurse any time you are managing or administering medication until you are assessed as competent to do so independently. Evidence of this assessment must be sent to your NMC case officer within seven days of being deemed competent.
5. You must ensure that you are supervised 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.
6. You must meet with your line manager or supervisor on a fortnightly basis to discuss your clinical performance in relation to the following areas:
 - a. Medication management and administration
 - b. Communication
 - c. Patient observations and/or assessment
 - d. Record keeping

7. You must provide a report from your line manager or supervisor to the NMC prior to any review hearing on your clinical performance and specifically in relation to the following areas:
 - a. Medication management and administration
 - b. Communication
 - c. Patient observations and/or assessment
 - d. Record keeping

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 impose the interim conditions of practice order for a period of 18 months as there are a number of allegations of clinical failings and potential witnesses and therefore this would be sufficient time for the NMC's investigation.

Unless your case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at a meeting and you 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, the panel will review the interim order at a hearing which you will be invited to attend in person, send a representative on your 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.

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.

That concludes this determination.

This decision will be confirmed to you in writing.