

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Wednesday, 1 April 2026**

Virtual Hearing

Name of Registrant: Mark Craig Foulger

NMC PIN: 91D1322E

Part(s) of the register: Nurses part of the register Sub part 1
RNA, Registered Nurse – Adult (18 April 1994)

Relevant Location: Epsom and St Helier

Panel members: Natalie Banks (Chair, lay member)
Ivan McGlen (Registrant member)
Melanie Swinnerton (Lay member)

Legal Assessor: Oliver Wise

Hearings Coordinator: Andrew Ormsby

Nursing and Midwifery Council: Represented by Alistair Kennedy, Case
Presenter

Mark Craig Foulger: Not present and unrepresented at hearing

Interim order to be reviewed: Interim conditions of practice order (18 month)

Outcome of review: **Interim conditions of practice order
confirmed**

Decision and reasons on interim order

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

The panel determined that there having been no material change in the circumstances of the case, an interim conditions of practice order remains appropriate, proportionate and workable in order to maintain public protection and meet the public interest. 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 practice to one substantive employer which must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are 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 a registered nurse.
4. You must have fortnightly meetings with your mentor, line manager or supervisor to discuss your conduct and behaviour in the workplace with particular reference to:
 - a) Professional boundaries at work
 - b) Communications and collaboration with all colleagues within the multi-disciplinary team
 - c) Local policies in regard to bullying, harassment and equality and diversity.

5. Prior to the any review hearing you must send the NMC a report from your mentor, line manager or supervisor who must be a registered nurse, regarding your conduct and behaviour in the workplace as per Condition 4.
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 Mr Foulger'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 Foulger 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 Foulger's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mr Foulger. The NMC will keep Mr Foulger informed of developments in relation to that issue.

This will be confirmed to Mr Foulger in writing.

That concludes this determination.