

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 15 April 2026**

Virtual Hearing

Name of Registrant:	Darren Henderson
NMC PIN	21H0165N
Part(s) of the register:	Registered Nurse – Mental Health Nursing RNMH – (1 October 2021)
Relevant Location:	Derry/Londonderry
Panel members:	Angela Williams (Chair, Lay member) Kathryn Evans (Registrant member) Dee Rogers (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Sila Akin, Case Presenter
Mr Henderson:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the implementation of the following varied 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. This may be agency work, however, any placement must be in a single clinical environment and for a minimum period of three months.
2. You must not have any face-to-face patient or service user contact.
3. You must meet monthly with your line manager to discuss and review your current case load, with particular focus on:
 - Maintaining professional boundaries.
 - Working with vulnerable individuals.
4. You must provide the Nursing and Midwifery Council (NMC) with a report from your line manager prior to any review of this case. The report must give an overview of your performance in regard to:
 - Maintaining professional boundaries.
 - Working with vulnerable individuals.
5. 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.

6. 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.

7. You must immediately give a copy of these conditions to:
 - a) Any organisation 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.

8. You must tell your case officer, within seven days of you becoming aware of:
 - a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.

9. You must allow your case officer to share, as necessary, details about your performance, 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 Henderson'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 Henderson 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 Henderson's case officer will write to him about this in due course.

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

This will be confirmed to Mr Henderson in writing.

That concludes this determination.