

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 9 April 2026**

Virtual Meeting

Name of Registrant: Timothy Francis O'Donoghue

NMC PIN: 0016395E

Part(s) of the register: Registered Nurse – Adult
RNA – 15 September 2003

Relevant Location: Camden

Panel members: John Anderson (Chair, Lay member)
Hayley Ball (Registrant member)
Danielle Sherman (Lay member)

Hearings Coordinator: Hamizah Sukiman

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 work for one substantive employer, and this must not be an agency or a nurse bank.
2. You must not be the nurse in charge.
3. 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.
4. You must meet with your line manager/supervisor or mentor every two weeks to discuss:
 - a) Your communication with colleagues and patients.
 - b) Your adherence to GDPR regulations.
5. You must send a report from your line manager/supervisor or mentor to the NMC prior to any review hearing outlining your discussions in relation to:
 - a) Your communication with colleagues and patients.

- b) Your adherence to GDPR regulations.
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 Nursing and Midwifery Council (NMC) to confirm the order at this meeting and Mr O'donoghue will be notified of that panel's decision in writing following that meeting.

Alternatively, Mr O'donoghue is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mr O'donoghue 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 O'donoghue must inform his case officer if he would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mr O'donoghue 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 O'donoghue and his representative will be invited to attend.

This decision will be confirmed to Mr O'donoghue in writing.

That concludes this determination.