

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 4 February 2026**

Virtual Meeting

Name of Registrant:	Robert Tims
NMC PIN:	19F0255E
Part(s) of the register:	Registered Nurse – Learning Disabilities RNLD – September 2019
	Nurse Independent/Supplementary prescriber V300 – October 2024
Relevant Location:	Northumbria
Panel members:	Judith Ebbrell (Chair, Registrant member) Debbie Holroyd (Registrant member) David Brown (Lay member)
Hearings Coordinator:	Teige Gardner
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.

'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 Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust.
2. You must limit your practice to a non-patient facing role. This means that your role must not involve physical, face-to-face contact, with patients.
3. You must meet fortnightly with your line manager/supervisor to discuss your general performance and [PRIVATE].
4. You must obtain a report from your line manager/supervisor, prior to the next review hearing, detailing your fortnightly discussions regarding your general performance and [PRIVATE].

You must send your NMC case officer the report prior to the next review hearing.

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 or person you work for.
 - b) 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 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.
9. 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 Tims will be notified of that panel's decision in writing following that meeting.

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

Even if Mr Tims 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 Tims and his representative will be invited to attend.

This decision will be confirmed to Mr Tims in writing.

That concludes this determination.