

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

Interim Order Review Hearing

Friday, 17 July 2026

Virtual Hearing

Name of Registrant:	Alexander Douglas Francis
NMC PIN	20C3198E
Part(s) of the register:	Registered Nurse – Children’s Nursing RNC – 24 September 2021
Relevant Location:	Cambridgeshire
Panel members:	Wayne Miller (Chair, Lay member) Corinne Foy (Registrant member) Marilyn Norman (Lay member)
Legal Assessor:	Michael Hosford-Tanner
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Mr Francis:	Present and represented by Lauren Bohill, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

The panel determined that the following conditions were proportionate and necessary:

‘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 single substantive employer, which must not be bank or agency work.
2. You must not be the nurse in charge of any shift, ward, or clinical setting at any time.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision will consist of:
 - (a) working at all times on the same shift as, but not always directly supervised by another registered nurse.
 - (b) direct supervision where you are directly observed by another registered nurse any time you are administering/managing medication, until such time as you have been signed off as competent in medication management and administration by a registered nurse of Band 6 or above.

This will include a competence-based assessment of your medication management and administration skills, which you

must send to the Nursing and Midwifery Council (NMC) within 7 days of completion.

4. You must have fortnightly meetings with your line manager, supervisor or mentor for a minimum of two months to discuss your general performance and conduct in the workplace and monthly thereafter. You must provide evidence of these meetings to your NMC Case Officer prior to any NMC review hearing. Within the meeting is to include:
 - (a) Administration and management of medication;
 - (b) Identifying training needs;
 - (c) [PRIVATE]
5. You must provide a report from your line manager/mentor/supervisor to your NMC Case Officer in relation to your progress/practice relating to the following, seven days prior to the next review:
 - a) medication administration and management;
 - b) Identifying training needs;
 - c) [PRIVATE]
6. You will work with your line manager/mentor/supervisor to create a personal development plan (PDP). The PDP will specifically address the concerns about your:
 - a) Medication administration and management;
 - b) Identifying training needs.
7. You will send your NMC Case Officer the following:
 - a) a copy of your PDP within one month of you gaining employment as a registered nurse
 - b) a report from your line manager or mentor at least 7 days prior to any review. This report will show your progress towards achieving the aims set out in your PDP and

comment on the standard of your practice in relation to the areas identified in your PDP.

8. 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.
9. 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.
10. 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.
11. 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.

12. 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 your 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, you 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, a 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 panel at an administrative meeting. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.