

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 29 July 2026**

Virtual Hearing

Name of Registrant:	Stephen Allan Armstrong Worthington
NMC PIN:	10H1861E
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing (Level 1) – 11 April 2011
Relevant Location:	Lancashire
Panel members:	Kiran Gill (Chair, lay member) Jenny Gough (Registrant member) Gill Murgatroyd (Lay member)
Legal Assessor:	Michael Hosford-Tanner
Hearings Coordinator:	Andrew Ormsby
Nursing and Midwifery Council:	Represented by Alejandra Tascon, Case Presenter
Mr Worthington:	Present and represented by James Patterson, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim the 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 nursing practice to one substantive employer, this excludes self-employment. If this employer is an agency, you must only accept clinical placements for a minimum period of no less than three months.
2. You must not work in a managerial role within any clinical setting.
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are supervised by another 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.
5. You must meet with your line manager, or supervisor on a fortnightly basis to have reflective discussion in relation to your professional conduct with specific reference to:
 - Importance of maintaining professional boundaries
 - Treating individuals with dignity and respect
 - Safeguarding
6. Prior any review hearing, you must send to your NMC case officer a report from your line manager or supervisor commenting on:
 - Importance of maintaining professional boundaries
 - Treating individuals with dignity and respect

- Safeguarding

7. 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.

8. 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.

9. You must immediately give a copy of these conditions to:

- a) Any organisation or person you work for.
- b) Any agency you apply to or are registered with for work.
- c) Any employers you apply to for work (at the time of application).

10. 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.

11. 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, 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. Your case officer will write to you about this in due course.

This will be confirmed to you in writing.

That concludes this determination.