

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 12 March 2026**

Virtual Hearing

Name of Registrant:	Michael Bacon
NMC PIN:	14B0462E
Part(s) of the register:	Registered Nurse – Adult RNA – 19 September 2014
Relevant Location:	Nottinghamshire
Panel members:	Liz Maxey (Chair, registrant member) Judith Shevlin (Registrant member) Howard Millington (Lay member)
Legal Assessor:	Alain Gogarty
Hearings Coordinator:	Ekaette Uwa
Nursing and Midwifery Council:	Represented by Benjamin D’Alton, Case Presenter
Mr Bacon:	Not present and not represented physically at this 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 has determined that the following conditions are proportionate and appropriate:

'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 restrict your practise to a single substantive employer, this must not be Agency or Bank work.
- 2) You must restrict your practice to a non-patient-facing role.
- 3) [PRIVATE]
- 4) You must meet with your line manager, mentor or supervisor fortnightly to discuss your performance, compliance and your progress under these conditions.
- 5) You must send to the NMC a report from your line manager, mentor or supervisor commenting on your performance, conduct and compliance with these conditions. This report must be sent to your case officer at the NMC seven days in advance of the next NMC hearing or meeting.
- 6) You must keep the NMC informed about anywhere you are working by telling your case officer within seven days of leaving your employment.

- 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) Your employer.
 - b) 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 investigation started against you.
 - b) 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) Your employer.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions'.

Unless Mr Bacon'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 Bacon or the Nursing and Midwifery Council (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 panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Bacon. The NMC will write to Mr Bacon when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Bacon in writing.

That concludes this determination.