Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Wednesday 25 November 2026

Virtual Hearing

Name of Registrant:	Michael Bacon
NMC PIN:	14B0462E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 19 September 2014
Relevant Location:	Nottinghamshire
Panel members:	Oluremi Alabi (Chair, registrant/lay member) Elisabeth Cardwell (Registrant member) Chantelle Whitehead (Lay member)
Legal Assessor:	Nigel Ingram
Hearings Coordinator:	Vicky Green
Nursing and Midwifery Council:	Represented by Skye Watson, Case Presenter
Mr Bacon:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	**Interim conditions of practice order varied**

'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 general performance, including record keeping and confidentiality. You must also discuss your 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 general performance, including record keeping and confidentiality, your conduct and compliance with these conditions. This report can be provided about your performance in a non-registered role and 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.

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

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 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. Mr Bacon's case officer will write to him about this in due course.

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

This will be confirmed to Mr Bacon in writing.

That concludes this determination.