Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Thursday, 12 November 2026

Virtual Hearing

Name of Registrant:	Sebastian Deren
NMC PIN:	13H0129C
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 21 August 2013
Relevant Location:	Merton
Panel members:	James Carr (Chair, Lay member) Angela Horsley (Registrant member) Sally Bourner (Lay member)
Legal Assessor:	Joseph Magee
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Elliot Wright, Case Presenter
Mr Deren:	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**

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 limit your practice to one substantive employment, or in the case of an agency or bank work, your practice must be a single placement for a period of no less than six months.

2. You must undertake a comprehensive induction programme.

3. You must have an identified/named, mentor or supervisor for the duration of any employment.

4. You must not be the sole registered nurse in charge of a shift or be the only registered nurse on a shift.

5. You must have fortnightly meetings with your line manager, supervisor, or mentor to discuss your clinical performance in relation to:
    - Patient observations
    - Record keeping
    - Manual handling of patients
    - Following policies and procedures
    - Duty of candour

6. You must obtain a report from your line manager, supervisor, or mentor which comments on your clinical performance in relation to:
    - Patient observations
    - Record keeping
    - Manual handling of patients
    - Following policies and procedures
    - Duty of candour

    This report must be sent to your NMC case officer seven days prior to any review hearing or meeting.

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/agency 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.

10. You must tell your case officer, within seven days of you 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 Mr Deren'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 Deren 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.

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

This decision will be confirmed to Mr Deren in writing.

That concludes this determination.