Nursing and Midwifery Council
Investigating Committee

New Interim Order Hearing
Wednesday 28 October 2026

Virtual Hearing

Name of Registrant:	John Thomas
NMC PIN:	22B0079W
Part(s) of the register:	Registered Nurse - Mental Health RNMH -April 2022
Relevant Location:	Cardiff
Panel members:	Judith Ebbrell (Chair, registrant member) Cheryl Hobson (Lay member) Aileen Cherry (Registrant member)
Legal Assessor:	Valerie Paterson
Hearings Coordinator:	Rebecka Selva
Nursing and Midwifery Council:	Represented by Adrianne Allwood-Bennett, Case Presenter
Mr Thomas:	Present and represented by Emer Terris-Smyth, instructed by Royal College of Nursing (RCN)
Interim order directed:	**Interim conditions of practice order (18 months)**

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 only work for one substantive employer. This must not be an agency, and you must not carry out bank work.

2. You must not be the nurse in charge of any shift or the sole nurse on duty during any shift.

3. You must ensure that you are directly observed by another registered nurse at any time when you undertake the management and administration of medication until assessed as competent.

4. Once formally assessed as competent in the management and administration of medication you are no longer required to be directly observed. Evidence of successful competence assessment must be sent to the NMC within 7 days of completion.

5. You must have monthly meetings with your line manager or supervisor to discuss your practice in relation to medication management and administration

6. You must obtain a report from your line manager or supervisor and send it to your NMC case officer seven days before any review hearing or meeting. This

report must contain details of your supervision discussions and progress in relation to medication management and administration

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 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 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 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.