

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 23 September 2026**

Virtual Hearing

|                                       |                                                                                                      |
|---------------------------------------|------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | Thomas Andrews                                                                                       |
| <b>NMC PIN:</b>                       | 24D1173E                                                                                             |
| <b>Part(s) of the register:</b>       | Registered Nurse – Children<br>RNC – September 2024                                                  |
| <b>Relevant Location:</b>             | Buckinghamshire                                                                                      |
| <b>Panel members:</b>                 | Godfried Attafua (Chair, registrant)<br>Helen Hughes (Registrant member)<br>Darren Rice (Lay member) |
| <b>Legal Assessor:</b>                | Ian Ashford-Thom                                                                                     |
| <b>Hearings Coordinator:</b>          | Yousrra Hassan                                                                                       |
| <b>Nursing and Midwifery Council:</b> | Represented by Zack Hayward, Case<br>Presenter                                                       |
| <b>Mr Andrews:</b>                    | Present and represented by Thomas Buxton,<br>instructed Royal College of Nursing (RCN)               |
| <b>Interim order directed:</b>        | <b>Interim conditions of practice order<br/>(18 months)</b>                                          |

## **Decision and reasons on interim order**

The panel decided to make an interim condition 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 restrict your nursing practice to one substantive employer.  
You must not undertake any agency or bank work.
2. You must not be the nurse in charge on any shift.
3. You must be directly supervised by another registered nurse when administering medication until you have been formally assessed as competent. You must provide evidence of successful completion of this assessment to your NMC case officer within seven days of completion.
4. At all other times, you must be indirectly supervised. This supervision must consist of you working at all times on the same shift as but not directly observed by a registered nurse.
5. You must meet with your line manager, mentor or supervisor on a weekly basis to discuss your clinical practice, with particular reference to:
  - a) time management,
  - b) medication administration,
  - c) record keeping and documentation,
  - d) prioritisation and workload management, and
  - e) delegation of tasks.

6. You must obtain a report from your line manager, mentor or supervisor commenting on each of the above areas and provide this to the NMC in advance of any future review hearings/meetings.
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.