

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 15 September 2026**

Virtual Hearing

Name of Registrant:	Daniel Rowland
NMC PIN:	25B0273E
Part(s) of the register:	Registered Nurse - Adult RNA – September 2025
Relevant Location:	Norwich
Panel members:	Ingrid Lee (Chair, lay member) Danielle Sherman (Lay member) Yvonne Thomson (Registrant member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Yousrra Hassan
Nursing and Midwifery Council:	Represented by Anyla Katanolli, Case Presenter
Mr Rowland:	Not Present and unrepresented
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 limit your nursing practice to a single substantive employer which must not be bank or agency.
2. You must not be the nurse in charge of any ward, shift or clinical environment.
3. Anytime you are engaged in the management and/or administration of medication you must be directly supervised by a Registered Nurse until assessed as competent to do so without supervision. A copy of completed assessment must be sent to your case officer within seven days of its completion.
4. You must meet with your line manager, mentor or supervisor every two weeks to discuss your clinical practice and performance, in particular:
 - a) Medication administration and management.
 - b) Record keeping.
 - c) Patient assessment and observations.
 - d) Clinical decision making.
 - e) Escalation of concerns.
 - f) Working within the scope of your practice.

5. Prior to any review of this order, you must obtain a report from your line manager, mentor or supervisor and send it to your NMC case officer outlining your performance and progress and in particular:

- a) Medication administration and management.
- b) Record keeping.
- c) Patient assessment and observations.
- d) Clinical decision making.
- e) Escalation of concerns.
- f) Working within the scope of your practice.

6. 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.

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) 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.

9. 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.

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) 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 Rowland'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 Rowland 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 Rowland. The NMC will write to Mr Rowland when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Rowland in writing.

That concludes this determination.