

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 20 June 2024**

Virtual Hearing

**Name of Registrant:** Anthony John Gilbert Davis

**NMC PIN** 82Y2854E

**Part(s) of the register:** Registered Nurse – Sub Part 1  
RN3 – Mental Health Nursing (Level 1) - 19  
November 1985  
Adult Behavioural Psychotherapy: Short- Term  
Therapy P650 - 21 September 1986

**Relevant Location:** Yorkshire

**Panel members:** Jill Wells (Chair, Lay member)  
Lynn Bayes (Registrant member)  
Tasneem Dhanji (Lay member)

**Legal Assessor:** Andrew Granville-Stafford

**Hearings Coordinator:** Yewande Oluwalana

**Nursing and Midwifery Council:** Represented by Zahra Ahmed, Case  
Presenter

**Mr Davis:** Not present and unrepresented at this hearing

**Interim order to be reviewed:** Interim conditions of practice order (18  
months)

**Outcome of review:** **Interim conditions of practice order  
confirmed**

## Decision and reasons on interim order

The panel decided to confirm 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 nursing practice to one substantive employer, which can be an agency. If the substantive employer is an agency, you are to work in a single clinical placement for a period of no less than three months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must work with your line manager or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about:
  - a) record keeping, including care planning and risk assessments;  
and
  - b) matters surrounding equality, diversity and inclusivity (EDI) in the workplace.
5. You must meet with your line manager or supervisor on a monthly basis to discuss the progress you are making towards the aims set in your PDP.

6. You must send your case officer a report from your line manager or supervisor prior to future hearings. This report must show your progress towards achieving the aims set out in your PDP.
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 agency you apply to or are registered with for work.
  - c) Any employer you apply to for work (at the time of application).
  - d) 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 Mr Davis' 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 Davis' 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 Davisa. The NMC will write to Mr Davis when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Davis in writing.

That concludes this determination.