

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday 19 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Tony Thomas</b>
<b>NMC PIN:</b>	22D12410
<b>Part(s) of the register:</b>	Registered Nurse - Sub Part 1 Adult Nursing - April 2022
<b>Relevant Location:</b>	Kingston upon Thames
<b>Panel members:</b>	Ingrid Lee (Chair, lay member) Helen Hughes (Registrant member) Niall McDermott (Lay member)
<b>Legal Assessor:</b>	Gillian Hawken
<b>Hearings Coordinator:</b>	Leigham Malcolm
<b>Nursing and Midwifery Council:</b>	Represented by Ms Elin Morgan, NMC Case Presenter
<b>Mr Thomas:</b>	Not present or represented in absence
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

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

The panel decided to vary the current interim conditions of practice order.

The panel is of the view that the public would remain suitably protected by the following conditions:

*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 must not be an agency or bank work.*
2. *You must ensure that you are directly supervised by a registered nurse when administering oral or intravenous medication until assessed and deemed competent to do so without supervision. A copy of your assessment must be sent to your NMC case officer within seven days of completion.*
3. *At all other times whilst working as a registered nurse you must be supervised. That 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 meet monthly with your line manager, supervisor or mentor to discuss your progress and performance in relation to:*
  - a) *Safe and effective oral and IV medication administration*
  - b) *Communication*
  - c) *Assertiveness in escalating a deteriorating patient*
  - d) *Time management*
  - e) *Prioritisation of tasks*

- f) *Appropriate delegation of tasks*
5. *Prior to any review, you must obtain and send to your NMC case officer a report from your line manager, supervisor or mentor outlining your progress and performance with specific reference to:*
- a) *Safe and effective oral and IV medication administration*
  - b) *Communication*
  - c) *Assertiveness in escalating a deteriorating patient*
  - d) *Time management*
  - e) *Prioritisation of tasks*
  - f) *Appropriate delegation of tasks*
6. *You must keep the NMC informed about anywhere you are working by:*
- a) *Telling your NMC case officer within seven days of accepting or leaving any employment.*
  - b) *Giving your NMC case officer your employer's contact details.*
7. *You must keep the NMC informed about anywhere you are studying by:*
- a) *Telling your NMC case officer within seven days of accepting any course of study.*
  - b) *Giving your NMC 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 NMC 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 NMC 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.*

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Thomas' 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 Thomas or the 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mr Thomas' case officer will write to him about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Thomas. The NMC will write to Mr Thomas when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Thomas in writing.

That concludes this determination.

