

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday 5 November 2024**

**Virtual Hearing**

**Name of Registrant:** Martin Griffiths

**NMC PIN:** 06F0901E

**Part(s) of the register:** Registered Nurse  
Mental Health – RNMH – September 2006

**Relevant Location:** Manchester

**Panel members:** Dr. Gary Tanner (Chair, lay member)  
Michelle Mello (Registrant member)  
John Anderson (Lay member)

**Legal Assessor:** Andrew Reid

**Hearings Coordinator:** Samara Baboolal

**Nursing and Midwifery Council:** Represented by Shabeena Azhar, Case  
Presenter

**Mr Griffiths:** 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.

As such it has determined that the following conditions are necessary and proportionate:

*'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.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse any time you are handling, managing or administering medication until you are formally assessed as competent. You must send the assessment papers to your case officer within 14 days of being formally assessed as competent.
4. You must undertake fortnightly meetings with your line manager or supervisor to discuss your conduct and performance in the following areas of concern:
  - a) Record keeping.
  - b) Management of falls.
  - c) Medication administration and management.
  - d) Head injury management.

5. Before this order is reviewed, you must send a report from your line manager or supervisor to your NMC case officer. This report should discuss all aspects of your conduct and performance and comment on the following areas of concern:
  - a) Record keeping.
  - b) Management of falls.
  - c) Medication administration and management.
  - d) Head injury management.
  
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 Griffiths' 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 Griffiths 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 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 Griffiths. The NMC will write to Mr Griffiths when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Griffiths in writing.

That concludes this determination.