

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
22 April 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Gary Baron</b>	
<b>NMC PIN</b>	11A1015E	
<b>Part(s) of the register:</b>	Registered Nurse – RNA, Adult Nurse (March 2012)	
<b>Relevant Location:</b>	Manchester	
<b>Panel members:</b>	Michael Lupson	(Chair, lay member)
	Carole Panteli	(Registrant member)
	Alison Fisher	(Lay member)
<b>Legal Assessor:</b>	Andrew Reid	
<b>Hearings Coordinator:</b>	Muminah Hussain	
<b>Nursing and Midwifery Council:</b>	Represented by Omar Soliman, Case Presenter	
<b>Mr Baron:</b>	Not present and not represented at this hearing	
<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 confirmed</b>	

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

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

The panel was of the view that the public would remain suitably protected by the continuation of 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 restrict your nursing practice to one substantive employer, which must not be an agency.
2. You must not be the sole nurse in charge of any shift.
3. You must ensure that you are directly supervised by a Registered Nurse any time you are working, until you have been formally assessed as being competent to practise independently by your line manager, supervisor, or mentor.  
You must provide the NMC with evidence of this within seven days of passing such competency.
4. Once formally assessed as competent, you must be indirectly supervised, this means working on the same shift as, but not directly supervised by, another registered nurse.
5. [PRIVATE]
6. You must meet with your line manager, mentor or supervisor monthly to discuss your clinical performance and conduct specifically in relation to the following:
  - Patient assessment and monitoring.

- Identification, escalation and management of deteriorating patients.
  - Documentation and record keeping
  - Medications management
  - Prioritising workload
  - Your general conduct in the workplace
  - [PRIVATE]
7. You must send the NMC a report from your line manager, mentor or supervisor before each review hearing in relation to your clinical performance and conduct specifically in relation to the following:
- Patient assessment and monitoring.
  - Identification, escalation and management of deteriorating patients.
  - Documentation and record keeping
  - Medications management
  - Prioritising workload
  - Your general conduct in the workplace
  - [PRIVATE]
8. 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.
9. 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.
10. 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.
- 11. 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.
- 12. 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) Your employer.
  - b) Any current or future employer.
  - c) Any educational establishment.
  - d) Any other person(s) involved in your retraining and/or supervision required by these conditions.

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

This will be confirmed to Mr Baron in writing.

That concludes this determination.