

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 6 January 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Daniel William Francis Carpenter</b>
<b>NMC PIN:</b>	20D1651E
<b>Part(s) of the register:</b>	Nursing Associates Part of the Register NAR: Nursing Associate- 22 January 2021
<b>Panel members:</b>	Gary Tanner (Chair, Lay member) Judith Shevlin (Registrant member) Eleanor Harding (Lay member)
<b>Legal Assessor:</b>	Charles Parsley
<b>Hearings Coordinator:</b>	Samantha Aguilar
<b>Nursing and Midwifery Council:</b>	Represented by Alban Brahim, Case Presenter
<b>Mr Carpenter:</b>	Not present and not represented in person at the 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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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. [PRIVATE]

a) [PRIVATE]

b) [PRIVATE]

[PRIVATE]

2. You must limit your nursing associate practice to one substantive employer. That must not be an agency.
3. You must ensure that you are directly supervised at any time you are working until you are assessed by a registered nurse as competent to work independently. This assessment must be formally documented, and a copy provided to the NMC within 14 days of the assessment. Your supervision must consist of working at all times while being directly observed by a registered nurse.
4. Until you are formally assessed by a registered nurse as competent to work independently, you must meet fortnightly with your line manager, supervisor, or mentor to discuss to discuss your conduct, your clinical practice, and [PRIVATE]. Once assessed as competent to work independently you must meet monthly with your line manager, supervisor, or mentor to discuss to discuss your conduct, your clinical practice, and [PRIVATE].

5. Before any review, you must provide to the NMC a report from your line manager, supervisor, or mentor which makes specific reference to your conduct, your clinical practice, and [PRIVATE].
6. [PRIVATE].
7. You must keep your work under review. [PRIVATE]:
  - a) [PRIVATE].
  - b) [PRIVATE].
  - c) [PRIVATE].
8. [PRIVATE].
9. You must immediately give a copy of these conditions to:
  - a) [PRIVATE].
  - b) [PRIVATE].
  - c) [PRIVATE].
10. You must allow:
  - a) [PRIVATE],
  - b) [PRIVATE],
  - c) [PRIVATE].
11. You must remain under the care of:
  - a) [PRIVATE].
  - b) [PRIVATE].
  - c) [PRIVATE].[PRIVATE].
12. 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.

13. You must keep 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.

14. You must immediately give a copy of these conditions to:

- a) Any employers you apply to for work (at the time of application).
- b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

15. 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.

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

This will be confirmed to Mr Carpenter in writing.

That concludes this determination.