

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 14 January 2025**

Virtual Hearing

Name of Registrant:	Nicholas Gallagher
NMC PIN	97C1075E
Part(s) of the register:	Registered Nurse Adult – RNA January 2003
Relevant Location:	London
Panel members:	Jill Wells (Chair, Lay member) Siobhan Ebden (Registrant member) Reni Aina (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Daisy Sims
Nursing and Midwifery Council:	Represented by John Millar, Case Presenter
Mr Gallagher:	Present and represented Gerard McGettigan, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with an interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 the Imperial College Healthcare NHS Trust.
2. You must not be based or work on the same ward or unit as the complainant at any time.
3. You must provide a report from your line manager or supervisor within seven days before the next review commenting on your general performance and your compliance with these conditions.
4. 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.
5. You must immediately give a copy of these conditions to:
 - a) Your employer.

- b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
6. You must tell your case officer, within seven days of your becoming aware of:
- a) Any investigation started against you.
 - b) Any disciplinary proceedings taken against you.
7. 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 current employer.
 - b) Any other person(s) involved in your retraining and/or supervision required by these conditions.

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

This will be confirmed to Mr Gallagher in writing.

That concludes this determination.

