

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 26 October 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Darran Michael Thomas</b>
<b>NMC PIN</b>	87D0065W
<b>Part(s) of the register:</b>	Mental Health Nursing (Level 1) 17 June 1990
<b>Relevant Location:</b>	Perthcelyn, Wales
<b>Panel members:</b>	Christopher Taylor (Chair, Registrant member) Carolyn Jenkinson (Registrant member) Michael Lupson (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Samara Baboolal
<b>Nursing and Midwifery Council:</b>	Represented by Ashraf Khan, Case Presenter
<b>Mr Thomas:</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 determined 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 not work as a registered nurse in a managerial role.
2. You must not be the nurse in charge on any shift.
3. You must work with your manager, mentor, supervisor or their nominated deputy create a personal development plan (PDP). Your PDP must address your progress in regard to:
  - a) Safeguarding vulnerable adults.
  - b) Management of falls.
  - c) Risk assessments.
  - d) Record keeping.

You must send your NMC Case Officer a copy of your PDP within two weeks of commencing employment as a registered nurse.

4. You must meet with your manager, mentor, supervisor or their nominated deputy at least every four weeks to discuss your progress towards achieving the aims set out in your PDP.
5. You must send your NMC Case Officer a report from your manager, mentor, supervisor or their nominated deputy prior to any NMC review hearing. This report must discuss your progress towards achieving the aims set out in your PDP.

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 agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
  
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.

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'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 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'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 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.