

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Wednesday, 23 August 2023**

Virtual Hearing

Name of Registrant:	Darren Adams
NMC PIN	92Y1556E
Part(s) of the register:	Nursing part of the register, sub part 1 RNA: Adult nurse, level 1 (25 March 1995)
Relevant Location:	North Northamptonshire
Panel members:	Adrian Smith (Chair, lay member) Hannah Harvey (Registrant member) Sue Heads (Lay member)
Legal Assessor:	John Bromley-Davenport KC
Hearings Coordinator:	Chandika Cheekhoory-Hughes-Jones
Nursing and Midwifery Council:	Represented by Adjoa Adjei-Ntow, Case Presenter
Mr Adams:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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. You must confine your nursing practice to a single employer. It must not be an agency and you must not undertake bank work.*
- 2. You must tell the NMC within seven days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.*
- 3. You must not administer medication unless directly supervised by a Registered Nurse until you have been deemed competent to do so by your employer without such supervision.*
- 4. You must work with your line manager, mentor or supervisor (or their nominated deputy) to create a personal development plan designed to address the concerns about the following areas of your practice:
 - a) Medicines management and administration.**
- 5. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least every four weeks to discuss the standard of your performance and your progress towards achieving the aims set out in your personal development plan.*

6. *You must send a copy of your Personal Development Plan and a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your personal development plan to the NMC before any NMC review hearing or meeting.*
7. *You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them;*
8. *You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures, and disclose the conditions listed at 1 to 7 above, to them:*
 - a) *Any organisation or person employing, contracting with, or using you to undertake nursing work.*
 - b) *Any prospective employer (at the time of application) where you are applying for any nursing appointment.*
 - c) *Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).*

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 Adams' 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 Adams 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, 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 Adams' case officer will write to him about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mr Adams. The NMC will keep Mr Adams informed of developments in relation to that issue.

This will be confirmed to Mr Adams in writing.

That concludes this determination.