

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 26 February 2024**

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>	Registered Nursing Associate NAR - January 2021
<b>Relevant Location:</b>	Gloucestershire
<b>Panel members:</b>	Ingrid Lee (Chair, lay member) Naomi Smith (Registrant member) Wendy West (Lay member)
<b>Legal Assessor:</b>	Trevor Jones
<b>Hearings Coordinator:</b>	Flynn Cammock-Nicholls
<b>Nursing and Midwifery Council:</b>	Represented by Suren Agarwala, Case Presenter
<b>Mr Carpenter:</b>	Present and represented by George Pollitt instructed by the Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 associate practice to Gloucestershire Hospitals NHS Foundation Trust.
2. You must ensure that you are directly supervised at any time you are working until you are assessed as competent to work independently. Your supervision must consist of working at all times while being directly observed by a registered nurse or nursing associate of band 5 or above.
3. You must meet fortnightly with your line manager, supervisor, or mentor to discuss to discuss your conduct, your clinical practise, and [PRIVATE].
4. You must obtain a report from your line manager, supervisor, or mentor before any review which makes specific refence to your conduct, your clinical practise, and [PRIVATE].
5. [PRIVATE]
6. [PRIVATE]

7. [PRIVATE]
8. [PRIVATE]
9. [PRIVATE]
10. You must keep us 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.
11. You must keep us 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.
12. 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.
13. 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.
14. 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 make this interim order for a period of 18 months to give the NMC sufficient time to complete its investigation, which is complex and in its early stages.

Unless your 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, you 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 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.