

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday 27 October 2020**

**Virtual Hearing**

**Name of registrant:** Biju Joseph

**NMC PIN:** 03F0622O

**Part(s) of the register:** Registered Nurse  
Adult – 9 June 2003

**Area of registered address:** Newcastle Upon Tyne

**Panel members:** Tom Hayhoe (Chair, lay member)  
Winfilda Ngoshi (Registrant member)  
Caroline Corby (Lay member)

**Legal Assessor:** Michael Levy

**Panel Secretary:** Catherine Acevedo

**Nursing and Midwifery Council:** Represented by Iulia Saran, Case Presenter

**Mr Joseph:** Present and represented by Briony Molyneux,  
instructed by the Royal College of Nursing  
(RCN)

**Interim order directed:** Interim conditions of practice order (18 months)

## 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 ensure that you are supervised by your line manager any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
2. You must obtain a report from your line manager providing details of your clinical performance and send it your NMC case officer prior to any review hearing.
3. 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.
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) 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
6. 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.
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) 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 allow the NMC time to conduct its investigation.

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 decision will be confirmed to you in writing.

That concludes this determination.