

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 12 July 2021**

Nursing and Midwifery Council  
Virtual Hearing

**Name of registrant:** Mini Koottala Johny

**NMC PIN:** 04J03710

**Part(s) of the register:** Registered Nurse – Sub Part 1  
Adult Nursing – October 2004

**Area of registered address:** Surrey

**Panel members:** Robert Collinson (Chair, Lay member)  
Sally Glen (Registrant member)  
Carol Jackson (Lay member)

**Legal Assessor:** Martin Goudie QC

**Panel Secretary:** Xenia Menzl

**Nursing and Midwifery Council:** Represented by Alfred Underwood, Case  
Presenter

**Mrs Johny:** Present and represented by Sharmistha  
Michaels, Counsel 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.

As such it 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 one substantive employer which must be an NHS organisation. You must not work via an agency.
2. You must ensure that you are supervised 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 of band 6 or above.
3. You must meet at least fortnightly with a work place line manager, supervisor or mentor to discuss all aspects of your clinical performance and conduct and with specific reference to:
  - Management of unwell patients;
  - Knowledge of clinical equipment;
  - Ability to follow care plans; and
  - Medication administration.
4. You must send a report from your line manager, supervisor or mentor discussing all aspects of your clinical performance and conduct and with specific reference to the areas mentioned in condition 3 to the NMC prior to any review hearing or meeting.
5. 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.

6. 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.
  
7. 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.
  - d) 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
  
8. 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.
  
9. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
  - d) Any current or future employer.
  - e) Any educational establishment.
  - f) 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. It was of the view that 18 months will allow enough time for the NMC to conduct their 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 will be confirmed to you in writing.

That concludes this determination.