

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday, 15 December 2023**

Virtual Hearing

**Name of Registrant:** Jophil George

**NMC PIN** 19I0594O

**Part(s) of the register:** Registered Nurse Nursing – RN1 – September 2010

**Relevant Location:** Derbyshire

**Panel members:** Mahjabeen Agha (Chair, lay member)  
Melanie Tanner (Registrant member)  
Neil Calvert (Lay member)

**Legal Assessor:** Graeme Henderson

**Hearings Coordinator:** Eleanor Wills

**Nursing and Midwifery Council:** Represented by Amy Hazlewood, Case Presenter

**Mr George:** Present and represented by Mikhael Puar, instructed by 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 limit your nursing practice to one substantive employer which must be Morton Grange Nursing Home ("the Home").
2. You must not undertake any agency work.
3. You must not be the nurse in charge of any shift.
4. You must not practise without indirect supervision. This means working at all times on the same shift as, but not always directly observed by, a Registered Nurse.
5. You must have fortnightly meetings with your line manager/supervisor/mentor to discuss the following:
  - a. [PRIVATE]
  - b. Conduct in workplace
  - c. Respectful communication
  - d. Dignity in workplace
6. You must submit a report of the discussion with your line manager/supervisor/mentor to the NMC prior to any NMC hearing, regarding:
  - a. [PRIVATE]

- b. Conduct in workplace
- c. Respectful communication
- d. Dignity in workplace

7. You must undertake a reflection piece and it must include reference to the following:

- a. [PRIVATE]
- b. Conduct in workplace
- c. Respectful communication
- d. Dignity in workplace

This reflection must be sent to the NMC prior to any NMC review hearing.

8. 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.

9. 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.

10. You must immediately give a copy of these conditions to:

- a. Any organisation or person you work for.
- b. Any employer 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.

11. 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.

12. 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 NMC sufficient time to investigate your case.

Unless Mr George'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 George 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 a 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 Mr George. The NMC will write to Mr George when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr George in writing.

That concludes this determination.