

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 11 August 2025**

Virtual Hearing

Name of Registrant:	John David Clulow
NMC PIN	96F0169E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 04 October 1999 Nurse Independent/Supplementary prescriber – 20 February 2016
Relevant Location:	Kent
Panel members:	Godfried Attafua (Chair, Registrant member) Nicola Harvey (Registrant member) Darren Rice (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Yousrra Hassan
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Mr Clulow :	Not Present but represented at the hearing by Jennifer Agyekum, Counsel
Interim order to be reviewed:	Interim conditions of practice order (18 Months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 limit your clinical nursing practice to one substantive employer. This employer may be an agency, but any agency placement must not be for less than 3 months.
2. In respect of your clinical role, you must ensure that you are supervised by a registered healthcare professional any time you are working in a clinical setting. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered healthcare professional.
3. In respect of your clinical role, you must meet with your line manager, supervisor or mentor monthly to discuss your performance in relation to the following:
 - a) Not working outside your scope of competence;
 - b) Adhering to safe guarding policies;
 - c) Appropriate prioritisation of your patient case load;
 - d) Your record keeping.
4. In respect of your clinical role, you must ensure that a report from your line manager, supervisor or mentor commenting on the matters set out in condition 3 above is sent to your NMC Case Officer before any review hearing.
5. Anytime you are undertaking a gynaecological examination you must be directly supervised until you have been formally assessed as competent to do so without direct supervision.

6. You must provide your NMC Case Officer with evidence of the assessment set out in condition 5 above within 7 days of that assessment.
7. 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.
8. 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.
9. 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.
10. 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.
11. 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.

Unless Mr Clulow'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 Clulow 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.

This will be confirmed to Mr Clulow in writing.

That concludes this determination.