

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Wednesday 20 August 2025**

Virtual Hearing

Name of Registrant:	Baldish Kaur Johal
NMC PIN:	81A2711E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – August 1994 Registered Nurse – Sub Part 2 Adult Nursing – April 1983
Panel members:	Elliott Kenton (Chair, Lay member) Michelle Wells-Braithwaite (Registrant member) Olan Jenkins (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Emma Norbury-Perrott
Nursing and Midwifery Council:	Represented by Clement Idowu, Case Presenter
Mrs Johal:	Present and represented by John Mackell, counsel instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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 restrict your nursing practice to one substantive employer which can be an agency provided that any placement is for a minimum period of 3 months.
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.
3. You must meet with your clinical line manager, mentor or supervisor on a monthly basis to discuss your performance in relation to your [PRIVATE]
4. You must provide a report from your clinical line manager, mentor or supervisor to the NMC prior to any review hearing with specific reference to your [PRIVATE]
5. You must follow the arrangements the NMC makes for you to undergo any medical examinations. These examinations may include the undergoing of any relevant tests.
6. You must immediately limit or stop your practice if you are advised to by your:
 - a) [PRIVATE].
 - b) [PRIVATE].
 - c) [PRIVATE].

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

- a) [PRIVATE].
- b) [PRIVATE].
- c) [PRIVATE].

8. You must allow:

- a) [PRIVATE].
- b) [PRIVATE].
- c) [PRIVATE].

9. You must keep the NMC informed about anywhere you are working by:

- a) Telling your case officer within 7 days of accepting or leaving any employment.
- b) Giving your case officer your employer's contact details.

10. 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.

11. 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.

12. 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.

13. 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 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 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.