

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 18 December 2025**

Virtual Hearing

Name of Registrant:	Josh David Clarke
NMC PIN:	20D1176E
Part(s) of the register:	Nursing Associates Registered NAR – February 2021
Relevant Location:	Hillingdon
Panel members:	Petra Leseberg (Chair, Lay member) Lizzie Walmsley (Lay member) Georgia Kontosorou (Registrant member)
Legal Assessor:	Gerard Coll
Hearings Coordinator:	Margia Patwary
Nursing and Midwifery Council:	Represented by Harry Garside, Case Presenter
Mr Clarke:	Present and represented by Anna Deery, 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 work with a single substantive employer only (not via an agency) in a registered nursing role.
2. You must not undertake any role where you are the nurse in charge of a shift or team.
3. You must meet with your supervisor at least once every month to reflect on your:
 - Conduct
 - Team relations
 - Adherence to appropriate professional boundaries

These meetings must include discussion of team dynamics and any incidents or concerns.

4. You must provide the NMC a written report from your supervisor prior to any review of this order. The report should comment on your:
 - Conduct
 - Team relations
 - Adherence to appropriate professional boundaries
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.
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:
- 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

This interim conditions of practice order will be for a period of 18 months. The panel considered that this length of time is appropriate and proportionate to allow the NMC to conclude 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 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 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.