

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 3 January 2025**

Virtual Hearing

Name of Registrant:	Josey Chiramalkarath George
NMC PIN:	07H00620
Part(s) of the register:	Registered Nurse Adult – RN1 – 13 August 2007
Relevant Location:	Liverpool
Panel members:	Judith Ebbrell (Chair, registrant member) Rajesh Karimbath Jayadevan (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Ifeoma Okere
Nursing and Midwifery Council:	Represented by Stephen Page, Case Presenter
Mr George:	Present and represented by Danielle McMahon, 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 only work for a single substantive employer; this must not be an agency or a nurse bank.
2. You must not be the sole nurse or nurse in charge of any shift.
3. You must ensure you are indirectly supervised by another registered nurse. Your supervision must consist of working on the same shift as, but not be directly observed by another registered nurse.
4. You must meet with your line manager, mentor, or supervisor every two weeks to discuss your performance in relation to:
 - a. Maintaining professional boundaries.
 - b. Communication with patients and colleagues.
5. You must obtain a report from your line manager, mentor, or supervisor and send it to your NMC case officer prior to any review hearing. Each report must address:
 - a) Your performance in maintaining professional boundaries.
 - b) Communication with patients and colleagues.

6. You must keep the NMC informed about your employment status by:
 - a) Notifying your case officer within seven days of accepting or leaving any employment.
 - b) Providing your employer's contact details to your case officer.

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.

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.