

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 10 July 2025**

Virtual Meeting

Name of Registrant:	Joseph Castro James Justin
NMC PIN	19I0577O
Part(s) of the register:	Registered Nurse – (Sub Part 1) Adult Nursing (Level 1) - 23 September 2019
Relevant Location:	Hertfordshire
Panel members:	Petra Leseberg (Chair, lay member) Cherry Brennan (Registrant member) Louise Geldart (Lay member)
Hearings Coordinator:	Stanley Udealor
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 limit your nursing practice to University College London NHS Foundation Trust and you must not undertake any other work as a registered nurse through an agency or work any bank shifts.*
2. *You must restrict your nursing practice to a non-patient-facing role.*
3. *Before the next interim order review hearing you must obtain a report from your line manager or supervisor commenting on your professional conduct and [PRIVATE]. You must send a copy of this to your NMC case officer at least 7 days before your next interim order review hearing.*
4. *You must keep the NMC informed about anywhere you are working by:*
 - a) *Telling your case officer within seven days of leaving any employment.*
 - b) *Giving your case officer your employer's contact details.*
5. *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.*
6. *You must immediately give a copy of these conditions to:*
- a) *Any organisation or person you work for.*
 - b) *Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.*
7. *You must tell your case officer, within seven days of your becoming aware of:*
- a) *Any investigation started against you.*
 - b) *Any disciplinary proceedings taken against you.*
8. *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 educational establishment.*
 - b) *Any other person(s) involved in your retraining and/or supervision required by these conditions.'*

Unless Mr Justin's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mr Justin will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mr Justin will be invited to attend in person,

send a representative on Mr Justin's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Justin. The NMC will write to Mr Justin when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Justin in writing.

That concludes this determination.