

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

Substantive Hearing

Friday, 14 November 2025 – Monday, 17 November 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 RSN - Registered Specialist comm public health nurse -SN SPSN - Specialist Practitioner-school nursing PA45 - Women's Health Issues (23 August 1999)
Relevant Location:	Wolverhampton
Type of case:	Health
Panel members:	Paul Hepworth (Chair, Lay member) Stacey Coxon (Registrant member) Mitchell Parker (Lay member)
Legal Assessor:	Nigel Pascoe
Hearings Coordinator:	Hanifah Choudhury
Nursing and Midwifery Council:	Represented by Ruhena Parker, Case Presenter
Mrs Johal:	Present and represented by Aparna Rao, counsel instructed by the Royal College of Nursing (RCN) Represented by Conan O'Brien, counsel on behalf of the RCN on day 2
Facts proved by way of admission:	Charges 1, 2 and 3

Facts not proved: N/A

Fitness to practise: Impaired

Sanction: Conditions of practice order (12 months)

Interim order: Interim conditions of practice order (18 months)

An application for this hearing to be heard entirely in private pursuant to Rule 19 of the Rules was accepted.

The panel determined that the following conditions are appropriate and proportionate in this case:

‘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 [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 [PRIVATE].
5. [PRIVATE].
6. [PRIVATE].
7. You must immediately give a copy of these conditions to:
 - a) [PRIVATE].
 - b) [PRIVATE].

- c) [PRIVATE].
8. [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.

The period of this order is for 12 months.

Before the order expires, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

This will be confirmed to you in writing.

That concludes this determination.