

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 14 November 2025**

Virtual Hearing

Name of Registrant:	Jonathan Mitchell
NMC PIN	10H1046E
Part(s) of the register:	Registered Nurse – Sub Part 1 Learning Disabilities Nursing (Level 1) 21 September 2010
Relevant Location:	West Yorkshire
Panel members:	John Anderson (Chair, registrant/lay member) Judith Francois (Registrant member) Julian Graville (Lay member)
Legal Assessor:	Charles Conway
Hearings Coordinator:	Rodney Dennis
Nursing and Midwifery Council:	Represented by Zainab Mohamed, Case Presenter
Jonathan Mitchell:	Present and represented by Dan Santos- Costa, instructed by the Royal College of Nursing
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 one substantive employer; if working for an agency your contract must be of at least three months duration.
2. You must meet with your clinical line manager, mentor or supervisor (or their nominated deputy) who must be a registered nurse, at least every month to discuss and reflect upon the standard of your performance with specific reference to your ability to maintain professional boundaries.
3. Before any review hearing or meeting, you must send a report to the NMC from your clinical line manager, mentor or supervisor (or their nominated deputy) who must be a registered nurse commenting on the standard of your performance with specific reference to your ability to maintain professional boundaries.
4. You must keep us 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.

5. You must keep us 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 agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) 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 clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) 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 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.

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.