

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 23 October 2025**

Virtual Hearing

Name of Registrant:	James Johnson
NMC PIN	01U0288E
Part(s) of the register:	Registered Nurse – Adult Nursing RNA – (27 September 2004)
Relevant Location:	Hampshire
Panel members:	Amy Barron (Chair, Lay member) Naomi Smith (Registrant member) Gill Murgatroyd (Lay member)
Legal Assessor:	Patricia Crossin
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Stephanie Stevens, Case Presenter
Mr Johnson:	Present and not represented at the hearing
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 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 Portsmouth Hospitals University NHS Trust.
2. You must not be employed via an agency.
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are indirectly supervised by another registered nurse 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.
5. You must meet monthly with your line manager, or supervisor to discuss:
 - a) [PRIVATE]
 - b) Patient safety
 - c) Professional responsibilities
6. You must send a report from your line manager or supervisor to your Nursing and Midwifery Council (NMC) case officer prior to

any review hearing or meeting. The report must outline your discussions regarding:

- a) [PRIVATE]
- b) Patient safety
- c) Professional responsibilities

7. [PRIVATE]

8. [PRIVATE]

9. 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.

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) Portsmouth Hospitals University NHS trust.
- 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 you 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, compliance with and / or progress under these conditions with:
 - a) Portsmouth Hospitals University NHS Trust.
 - 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.