

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Thursday 30 April 2026**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Philomina Saju John</b>
<b>NMC PIN:</b>	00C13140
<b>Part(s) of the register:</b>	Registered Nurse - Adult (RN1) 17 March 2000
<b>Relevant Location:</b>	Cirencester
<b>Panel members:</b>	Amy Barron (Chair, Lay member) Elizabeth Williamson (Registrant member) Dee Rogers (Lay member)
<b>Hearings Coordinator:</b>	Emily Mae Christie
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

As such, the panel confirmed the following conditions:

'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 a single employer. If your employment is through an agency, the placement must be for a minimum period of six months.
2. You must not be the nurse in charge or sole nurse on duty.
3. 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 another registered nurse.
4. You must meet with your line manager, mentor or supervisor on a fortnightly basis to discuss the following:
  - Record keeping
  - Patient assessment
  - Your professional conduct regarding your communication with patients, relatives, carers and colleagues
5. You must send your NMC case officer a report in advance of your NMC review hearing from either your line manager, mentor or supervisor. Each report must contain details of your conduct and performance specifically in the areas of:

- Record keeping
  - Patient assessment
  - Your professional conduct regarding your communication with patients, relatives, carers and colleagues
6. 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.
7. 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.
8. 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.
9. 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.
10. 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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting, and Ms John will be notified of that panel's decision in writing following that meeting.

Alternatively, Ms John is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Ms John will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Ms John must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Ms John does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Ms John and her representative will be invited to attend.

This decision will be confirmed to Ms John in writing.

That concludes this determination.