

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 19 August 2026**

Virtual Hearing

Name of Registrant:	Josephine Balucas
NMC PIN:	00E1493O
Part(s) of the register:	Registered Nurse – Adult RN1 – May 2000
Relevant Location:	England
Panel members:	Mahjabeen Agha (Chair, lay member) Jane Hughes (Registrant member) Linda Hawkins (Lay member)
Legal Assessor:	Ian Ashford-Thom
Hearings Coordinator:	Fionnuala Contier-Lawrie
Nursing and Midwifery Council:	Represented by Nicola Kay, Case Presenter
Mrs Balucas:	Present and represented by Karl Shadenbury, UNISON
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 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 only be employed by one substantial employer, which must not be an agency or bank
2. You must not be the sole nurse in charge of any shift
3. You must be directly supervised any time you undertake medicine management and administration, until you are assessed and signed off as competent. Evidence of the assessment being passed successfully must be sent to the NMC within seven days of being signed off
4. You must be indirectly supervised at all other times, when you are working as a nurse, by another registered nurse
5. You must meet fortnightly with your line manager/mentor to discuss the following:
 - Escalation of deteriorating patients
 - Medication administration and management
 - Skills and knowledge involved in good patient care
 - Importance of accurate and complete record keeping

6. You must provide a copy of the report form your line manager/mentor to the NMC seven days prior to any review hearing or meeting, regarding:
 - Escalation of deteriorating patients
 - Medication administration and management
 - Skills and knowledge involved in good patient care
 - Importance of accurate and complete record keeping
7. 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.
8. 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.
9. 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.
10. 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.

11. 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 Mrs Balucas 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, Mrs Balucas 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 Mrs Balucas. The NMC will write to Balucas when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Balucas in writing.

That concludes this determination.