

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 13 February 2026**

Virtual Hearing

Name of Registrant:	Mrs Chona James
NMC PIN	01B1322O
Part(s) of the register:	Registered Nurse - Adult RN1 – January 2001
Relevant Location:	Birmingham
Panel members:	Jill Robinson (Chair, registrant member) Arijana Kilic (Registrant member) Tom Manson (Lay member)
Legal Assessor:	Oliver Wise
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Vida Simpeh, Case Presenter
Mrs James:	Present and represented by Larry Logan, instructed by Solidarity UK
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 limit your nursing practice to a single substantive employer, which must not be an agency.
2. You must not be placed in a position of responsibility for any other staff or students.
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are indirectly supervised at any time you are working. This means working at all times on the same shift as, but not always directly observed by another registered nurse.
5. You must meet with your line manager or supervisor at least fortnightly to discuss your:
 - Professional conduct.
 - Communication with colleagues and patients.
6. You must obtain and send to your NMC Case Officer a report from your line manager or supervisor prior to any review of this order commenting on your:
 - Professional conduct.

- Communication with colleagues and patients.

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 NMC 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 NMC 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 decision will be confirmed to you in writing.

That concludes this determination.