

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Monday 9 February 2026**

Virtual Meeting

Name of Registrant:	Joseph Kitts
NMC PIN:	2415321E
Part(s) of the register:	Registered Nurse - Mental Health Nursing – RNMH – October 2024
Relevant Location:	West Sussex
Panel members:	Ingrid Lee (Chair, Lay member) Louisa Hilton (Registrant member) Linda Hawkins (Lay member)
Hearings Coordinator:	Rebecka Selva
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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

'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 employment to one single substantive employer which must not be an agency.
2. Your employment must include a preceptorship programme, starting at the commencement of your role.
3. Your employer must provide the NMC with a report in regard to your progress with your preceptorship prior to any review hearing.
4. You must be directly supervised whilst administering and managing medication until assessed and deemed competent to do so by another registered nurse.
5. You must ensure that you are working at all times on the same shift as, but not always directly observed by, a registered nurse.
6. You must meet with your line manager, supervisor or mentor once a month to discuss your performance in relation to the following:
 - a) Medicine management and administration
 - b) Patient Assessment
 - c) Record keeping

7. You must provide a report to the NMC from your line manager, supervisor or mentor, before any review hearing specifically outlining your performance in relation to:
 - a) Medicine management and administration
 - b) Patient Assessment
 - c) Record keeping

8. 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.

9. 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.

10. You must immediately give a copy of these conditions to:
 - a) Any employers you apply to for work (at the time of application).
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

11. 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.
12. 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 Mr Kitts' case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mr Kitts will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mr Kitts will be invited to attend in person, send a representative on Mr Kitts' behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order, or it may replace it with an interim suspension order.

This will be confirmed to Mr Kitts in writing.

That concludes this determination.