

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 19 January 2026**

**Virtual Hearing**

<b>Name of Registrant:</b>	<b>Ayodele Johnson</b>		
<b>NMC PIN:</b>	19I3358S		
<b>Part(s) of the register:</b>	Registered Nurse Adult – RNA – October 2024		
<b>Relevant Location:</b>	Edinburgh		
<b>Panel members:</b>	Michael Lupson	(Chair, Lay member)	
	Jane Hughes	(Registrant member)	
	Wendy West	(Lay member)	
<b>Legal Assessor:</b>	Ruth Mann		
<b>Hearings Coordinator:</b>	Monowara Begum		
<b>Nursing and Midwifery Council:</b>	Represented by Mary Kyriacou, Case Presenter		
<b>Miss Johnson:</b>	Present and represented by Hannah Kinney, instructed by Royal College of Nursing (RCN)		
<b>Interim order to be reviewed:</b>	Interim suspension order (18 months)		
<b>Outcome of review:</b>	<b>Interim suspension order replaced with interim conditions of practice order</b>		

## **Decision and reasons on interim order**

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

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 you practice to one substantive employer. This must not be an agency or involve bank work.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised anytime you are involved in the management/administration of medication until assessed as competent by another registered nurse. You must provide evidence of your successful competence assessment to the NMC within 7 days of it being completed
4. You must ensure that you are indirectly supervised at all other times which entails working at all times on the same shift as, but not always directly observed by a registered nurse.
5. You must have fortnightly meetings with your line manager or supervisor to discuss:
  - Medication management/administration
  - Identification and management of the deteriorating patient and the escalation of their care
  - Clinical skills development
  - Communication, teamwork and professional confidence

- Time management and prioritisation
- [PRIVATE]

6. Prior to any review, provide a report to the NMC from your line manager or supervisor commenting on:

- Medication management/administration
- Identification and management of the deteriorating patient and the escalation of their care
- Clinical skills development
- Communication, teamwork and professional confidence
- Time management and prioritisation
- [PRIVATE]

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 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, a reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a panel at an administrative meeting. Your case officer will write to you about this in due course.

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.