

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday 26 March 2026**

Virtual Meeting

Name of Registrant:	James Johnson
NMC PIN:	01U0288E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level1) – 27 September 2004
Relevant Location:	England
Panel members:	Gary Tanner (Chair, Lay member) Leon Jacobs (Lay member) Elizabeth Williamson (Registrant member)
Hearings Coordinator:	Hazel Ahmet
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 nursing practice to [PRIVATE].
2. You must not be employed via an agency.
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are indirectly supervised by another registered nurse 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, a registered nurse.
5. You must meet monthly with your line manager, or supervisor to discuss:
 - a) [PRIVATE]
 - b) Patient safety
 - c) Professional responsibilities
6. You must send a report from your line manager or supervisor to your NMC case officer prior to any review hearing or meeting. The report must outline your discussions regarding:
 - a) [PRIVATE]
 - b) Patient safety
 - c) Professional responsibilities

7. You must send your NMC case officer, prior to any review hearing or meeting, a report from [PRIVATE].
8. [PRIVATE]
9. 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.
- 10.10. 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.
11. You must immediately give a copy of these conditions to:
 - a) [PRIVATE].
 - 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.
12. You must tell your case officer, within seven days of you becoming aware of:
 - a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.
13. You must allow your case officer to share, as necessary, details about your performance, compliance with and / or progress under these conditions with:

- a) [PRIVATE].
- 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 Nursing and Midwifery Council (NMC) to confirm the order at this meeting and Mr Johnson will be notified of that panel's decision in writing following that meeting.

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

Even if Mr Johnson 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 Mr Johnson and his representative will be invited to attend.

This decision will be confirmed to Mr Johnson in writing.

That concludes this determination.