

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 19 March 2026**

Virtual Hearing

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| Name of Registrant: | Joseph Phiri |
| NMC PIN: | 24J02020 |
| Part(s) of the register: | Registered Nurse - Mental Health RNMH – October 2024 |
| Relevant Location: | Northern Ireland, Belfast |
| Panel members: | Liz Maxey (Chair, Registrant member) Georgia Kontosorou (Registrant member) Tasneem Dhanji (Lay member) |
| Legal Assessor: | Fiona Barnett |
| Hearings Coordinator: | Hazel Ahmet |
| Nursing and Midwifery Council: | Represented by Le Bert-Francis, Case Presenter |
| Mr Phiri: | Present and represented by Lauren Bohill, instructed by the Royal College of Nursing (‘RCN’). |
| 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.

'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 work for one substantive employer. If this is an agency, any single placement must be for a minimum period of 3 months.
2. You must not be the registered nurse in charge, or the sole nurse on duty, on any shift.
3. You must be directly supervised by a registered nurse when administering or managing medication until you have been assessed as safe to do so independently, by a senior registered nurse.
4. You must send a copy of the assessment as stated in Condition 3, once successfully completed, to your NMC Case Officer within 7 days.
5. You must ensure that you are supervised 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 another registered nurse.
6. You must meet fortnightly with your line manager, mentor or supervisor to discuss and develop an Action Plan to address the following concerns:

- a) Risk identification and safeguarding;
 - b) Record keeping and communication;
 - c) Shift allocation and task completion;
 - d) Identification, response, and escalation of a deteriorating patient.
7. You must provide the NMC with a report 7 days prior to any review hearing from your line manager, mentor or supervisor, outlining your development relating to the following concerns:
- a) Risk identification and safeguarding;
 - b) Record keeping and communication;
 - c) Shift allocation and task completion;
 - d) Identification, response, and escalation of a deteriorating patient.
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 organisation or person you work for.

- b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) 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 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 the reviewing 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 will be confirmed to you in writing.

That concludes this determination.