

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 4 March 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Juliette Johnson</b>
<b>NMC PIN</b>	00Y0167E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 21 March 2023
<b>Relevant Location:</b>	London
<b>Panel members:</b>	Godfried Attafua (Chair, Registrant member) Anne-Marie Borneuf (Registrant member) Cheryl Hobson (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Rebecka Selva
<b>Nursing and Midwifery Council:</b>	Represented by Beverly Da Costa, Case Presenter
<b>Miss Johnson:</b>	Present and represented by George Pollitt, instructed by Royal College of Nursing (RCN)
<b>Interim order to be reviewed:</b>	Interim suspension order (12 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 your nursing practice to two substantive employers, namely, Golders Green Agency and Sanctuary Care Home.
2. You must not undertake any lone working and must not be the sole nurse in charge of any shift.
3. You must ensure that you are working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. For each substantive employer, you must meet with your line manager, supervisor or mentor fortnightly to discuss your:
  - a) Decision making
  - b) Professional boundaries
  - c) Duty of candour
  - d) Care of patients receiving catheter care
5. For each substantive employer, you must obtain and send a report from your line manager, supervisor or mentor to your case officer prior to any review hearings. This report must comment upon you:
  - a) Decision making
  - b) Professional boundaries
  - c) Duty of candour
  - d) Care of patients receiving catheter care

6. 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.
  
7. 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.
  
8. 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.
  
9. 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.
  
10. 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 Miss Johnson's 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, Miss Johnson 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 Miss Johnson. The NMC will write to Miss Johnson when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Johnson in writing.

That concludes this determination.