

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 25 January 2024**

**Name of Registrant:** Paul Johnson

**NMC PIN** 00C1014E

**Part(s) of the register:** Registered Nurse  
Nursing – RNMH – March 2003

**Relevant Location:** Lancashire

**Panel members:** Angela Williams (Chair, Lay member)  
Alister Campbell (Registrant member)  
David Brown (Lay member)

**Legal Assessor:** Douglas Hogg

**Hearings Coordinator:** Rebecka Selva

**Nursing and Midwifery Council:** Represented by Richard Webb, Case  
Presenter

**Mr Johnson:** Present and represented by Tope Adeyemi,  
instructed by Royal College of Nursing (RCN)

**Interim order directed:** **Interim conditions of practice order  
(12 months)**

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 12 months.

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 your substantive employer that must be Lancashire Care NHS Foundation Trust.
2. You must ensure that you are supervised by your line manager, supervisor or mentor any time you are working. Your supervision must consist of weekly meetings to discuss your clinical performance, specifically:
  - Patient assessment
  - Record keeping
  - Safeguarding
  - Responding to abnormal test results
  - Medicines management
  - Caseload management
3. You must send the NMC a report from your line manager, supervisor or mentor prior to any Review commenting on your clinical performance, specifically:
  - Patient assessment
  - Record keeping

- Safeguarding
  - Responding to abnormal test results
  - Medicines management
  - Caseload management
4. You must keep the NMC 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.
5. 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.
6. 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.
7. 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.

8. 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 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 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.