

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 17 December 2024**

Virtual Hearing

Name of Registrant:	Aksa John
NMC PIN	18G3713E
Part(s) of the register:	Nursing – Sub part 1 Adult Nursing (Level 1) – 12 October 2018
Relevant Location:	Littlehampton
Panel members:	Michael Robert McCulley (Chair, Lay member) Siobhan Ebden (Registrant member) Lizzie Walmsley (Lay member)
Legal Assessor:	Nigel Pascoe KC
Hearings Coordinator:	Bethany Seed
Nursing and Midwifery Council:	Represented by Beverley Da Costa, Case Presenter
Mrs John:	Present and represented by Lucy Chapman, instructed by Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (15 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current 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 employment to one substantive employer. That employer can be an agency. This does not restrict you with registering with more than one agency, but any work obtained via an agency must be for a minimum duration of three months.
2. You must ensure that you are 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, another registered nurse.
3. When working in a specialist diabetic setting or primary care, you must be directly supervised at all times until signed off as competent to work independently with patients with diabetes.
4. You must meet with your line manager, mentor or supervisor at least once every month to discuss your performance and in particular in relation to:
 - a) your general clinical practice;
 - b) working within your scope of competence; and
 - c) compliance with these conditions.

5. You must send a report from your line manager, mentor or supervisor before the next review hearing. The report must comment on your progress in relation to:
 - a) your general clinical practice;
 - b) working within your scope of competence; and
 - c) compliance with these conditions.

6. 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.

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 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.
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 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.