

# **Nursing and Midwifery Council**

## **Agreed Removal Decision**

**Registrant:** Paul Michael Johnson

**PIN:** 00C1014E

**Part(s) of the register:** Registered Nurse - Mental Health Nursing

**Relevant Location:** Lancashire

On 9 January 2024 we received a referral raising a concern about Paul Michael Johnson's fitness to practise. It's alleged that Paul Michael Johnson lacked the necessary skills and knowledge to practice in a Band 6 role despite informal performance management support commencing in August 2022 and progressing to formal stage 2 performance management by May 2023. During this time five reportable incidents occurred relating to patient safety. It is alleged that Paul Michael Johnson was unable to practice safely without supervision as a Band 6 nurse in the following areas:

- Patient assessment record keeping
- Medicines management
- Communication with colleagues
- Providing advice to patients
- Safeguarding acting upon abnormal patient results
- Referring patients to other services
- Caseload management
- Maintaining privacy and confidentiality.

Mr Paul Michael Johnson accepts that he was unable to keep up with the requirements of the Band 6 role.

We investigated the issue and the matter was referred to our Case Examiners. No allegation against Paul Michael Johnson has yet been found substantively proved by one of our statutory committees.

On 4 October 2024 we received an application from Paul Michael Johnson for agreed removal from the NMC register.

### **ASSISTANT REGISTRAR'S DECISION**

As an Assistant Registrar, I have delegated authority to make decisions about agreed removal and have agreed to removal from the NMC register in this case.

In accordance with Rule 14 of the Nursing and Midwifery Council (Education, Registration and Registration Appeals) Rules 2004, in considering Paul Michael Johnson's application for agreed removal, I've taken into account:

- comments received from the person that made the allegation against Paul Michael Johnson
- Referral form and accompanying documentation obtained as part of our investigation to date
- the interests of Paul Michael Johnson
- the public interest.

I'm satisfied that:

- Paul Michael Johnson no longer intends to work as a registered nurse
- the allegations against Paul Michael Johnson aren't likely to result in a striking-off order
- there are no other good reasons requiring us to consider the allegations further at this time
- the public interest is best served by agreeing the application for removal and enabling Paul Michael Johnson to leave the NMC register.

We'll publish a record of this decision for twelve months from the date of the decision, 12 December 2024. In the event that Paul Michael Johnson seeks readmission to the register, we may consider the matters that led to this agreed removal further.