

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 16 July 2024**

Virtual Hearing

Name of Registrant: Aksa John

NMC PIN: 18G3713E

Part(s) of the register: Registered Nurse
Adult Nursing – 12 October 2018

Relevant Location: Littlehampton

Panel members: Rama Krishnan (Chair, Lay member)
Karen McCutcheon (Registrant member)
Matthew Burton (Lay member)

Legal Assessor: Sarah Jack

Hearings Coordinator: Yasmina Di Gesualdo

Nursing and Midwifery Council: Represented by Rory Gordon, Case Presenter

Mrs John: Present and represented by Lucy Chapman,
instructed by Royal College of Nursing (RCN)

Interim order directed: **Interim conditions of practice order (15 months)**

Decision and reasons on interim order

The panel decided to impose an interim conditions of practice order for a period of 15 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 employment to one substantive employer that can be an agency but, if working for an agency, your placement should be for a minimum 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, a registered nurse.
3. You must ensure that you are supervised by another registered nurse at any time you are working until deemed as competent to practice unsupervised in the following areas:
 - a) working with patients with diabetes;
 - b) medication administration and management; and
 - c) record keeping.
4. 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.

5. You must meet with your line manager, mentor or supervisor at least once every two weeks to discuss your performance and in particular in relation to:
 - a) working with patients with diabetes;
 - b) medicine management; and
 - c) record keeping.

6. 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) working with patients with diabetes;
 - b) medicine management; and
 - c) record keeping.

7. 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.

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 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.
10. 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.
11. 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.