

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 24 July 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Juliet Sunny Johnson
<b>NMC PIN:</b>	07B3489E
<b>Part(s) of the register:</b>	Registered Nurse – Mental Health (13 December 2007)
<b>Relevant Location:</b>	Sutton
<b>Panel members:</b>	Michael McCulley (Chair, lay member) Helen Hughes (Registrant member) Niall McDermott (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Sharmilla Nanan
<b>Nursing and Midwifery Council:</b>	Represented by Amelia Mah, Case Presenter
<b>Ms Johnson:</b>	Present and represented by Richard Conteh
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## **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 restrict your employment to one substantive employer, and this must not be an agency.
2. You must not be the sole registered nurse in charge of any shift.
3. You must meet with your line manager, supervisor or mentor every month to discuss your:
  - (a) Conduct and performance in the workplace in respect of conflict management and resolution.
  - (b) Recognising and escalating safeguarding concerns.
4. 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 your:
  - (a) Conduct and performance in the workplace in respect of conflict management and resolution.
  - (b) Recognising and escalating safeguarding concerns.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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.