

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 30 July 2024**

Virtual Hearing

Name of Registrant:	Joseph Castro James Justin
NMC PIN	19105770
Part(s) of the register:	Registered Nurse – Adult Nursing
Relevant Location:	Hertfordshire
Panel members:	Godfried Attafua (Chair – Registrant member) Sandra Norburn (Lay member) Yvonne Wilkinson (Registrant member)
Legal Assessor:	John Moir
Hearings Coordinator:	Vicky Green
Nursing and Midwifery Council:	Represented by Amelia Mah, Case Presenter
Mr Justin:	Present and represented by Catherine McGrane, instructed by the Royal College of Nursing
Interim order directed:	Interim conditions of practice order (18 months)

The panel determined that the following conditions are workable in the circumstances and proportionate:

'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 University College London NHS Foundation Trust and you must not undertake any other work as a registered nurse through an agency or work any bank shifts.
2. You must restrict your nursing practice to a non-patient-facing role.
3. Before the next interim order review hearing you must obtain a report from your line manager or supervisor commenting on your professional conduct [PRIVATE]. You must send a copy of this to your NMC case officer at least 7 days before your next interim order review hearing.
4. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your case officer within seven days of 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 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 investigation started against you.
 - b) 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 educational establishment.
 - b) 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 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 the reviewing 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.