

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 27 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Johncy Thomas</b>
<b>NMC PIN</b>	23J0284O
<b>Part(s) of the register:</b>	Registered Nurse Adult- RNA- 04 October 2023
<b>Relevant Location:</b>	Newry, Mourne and Down
<b>Panel members:</b>	Nariane Chantler (Chair, Registrant member) Judith Shevlin (Registrant member) David Brown (Lay member)
<b>Legal Assessor:</b>	Natalie Amey-Smith
<b>Hearings Coordinator:</b>	John Kennedy
<b>Nursing and Midwifery Council:</b>	Represented by Stephanie Stevens, Case Presenter
<b>Ms Thomas:</b>	Present and represented by Samantha Madden instructed by Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **Decision and reasons on interim order**

The panel decided to make an interim conditions of practice order for a period of 18 months.

As such it 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 practice to one substantive employer which must not be an agency.
2. You must ensure that you are directly supervised when you are completing medication administration until assessed as competent by another registered nurse.

You must send a copy of this competency assessment upon completion to your NMC case officer prior to the next review.

3. You must ensure that you are supervised indirectly at all other times you are working, by another registered nurse. This supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must not be the sole nurse or the nurse in charge of any shift.
5. You must meet with your line manager, or mentor, or supervisor once a month to discuss your clinical performance with particular

reference to medication administration and documentation and confidence in this area.

6. You must send your NMC case officer a report on the meetings in condition 5 prior to the next review.
7. You must keep your NMC case officer 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 keep your NMC case officer 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.
9. 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.
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

The panel decided to make this interim order for a period of 18 months as the investigation is still at an early stage.

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.