

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Monday 11 November 2024**

Virtual Hearing

<b>Name of registrant:</b>	<b>Jophil George</b>
<b>NMC PIN:</b>	19I05940
<b>Part(s) of the register:</b>	Registered Nurse Adult: Level 1 Sub Part 1 (September 2019)
<b>Relevant location:</b>	Derbyshire
<b>Panel members:</b>	Fiona Abbott (Chair, Lay member) Janet Williams (Registrant member) Jayanti Durai (Lay member)
<b>Legal Assessor:</b>	Juliet Gibbon
<b>Hearings Coordinator:</b>	Sherica Dosunmu
<b>Nursing and Midwifery Council:</b>	Represented by Alex Granville, Case Presenter
<b>Mr George:</b>	Not present and not represented at the hearing
<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 confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

*'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 one substantive employer which must be Morton Grange Nursing Home ("the Home").*
2. *You must not undertake any agency work.*
3. *You must not be the nurse in charge of any shift.*
4. *You must not practise without indirect supervision. This means working at all times on the same shift as, but not always directly observed by, a Registered Nurse.*
5. *You must have fortnightly meetings with your line manager/supervisor/mentor to discuss each of the following areas of concern:*
  - a. *Professional boundaries*
  - b. *Conduct in workplace*
  - c. *Respectful communication*
  - d. *Dignity in workplace*
  - e. *The learning you have gained from any additional relevant training you have undertaken*
6. *You must submit a detailed report of the discussion with your line manager/supervisor/mentor to the NMC prior to any NMC hearing.*

*This report must contain specific information on your performance and conduct in each of the following areas of concern, regarding:*

- a. Professional boundaries*
- b. Conduct in workplace*
- c. Respectful communication*
- d. Dignity in workplace*
- e. The learning you have gained from any additional relevant training you have undertaken*

*7. You must undertake a detailed reflection piece which includes specific reference to demonstrate your understanding and insight into each of the following areas of concern:*

- a. Professional boundaries*
- b. Conduct in workplace*
- c. Respectful communication*
- d. Dignity in workplace*
- e. The learning you have gained from any additional relevant training you have undertaken*

*This reflection must be sent to the NMC prior to any NMC review hearing.*

*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 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.*

10. You must immediately give a copy of these conditions to:

- a. Any organisation or person you work for.
- b. Any employer 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.

11. 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.

12. 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.  
Any other person(s) involved in your retraining and/or supervision required by these conditions'

Unless Mr George's 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, Mr George 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mr George's case officer will write to him about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mr George. The NMC will keep Mr George informed of developments in relation to that issue.

This will be confirmed to Mr George in writing.

That concludes this determination.