

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 29 November 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 Sub Part 1 Adult Nursing - (Level 1) October 2023
<b>Relevant Location:</b>	Newry, Mourne and Down
<b>Panel members:</b>	Jill Robinson (Chair, Registrant member) Sally Pezaro (Registrant member) Neil Slater (Lay member)
<b>Legal Assessor:</b>	Megan Ashworth
<b>Hearings Coordinator:</b>	John Kennedy
<b>Nursing and Midwifery Council:</b>	Represented by Nawazish Choudhury, Case Presenter
<b>Ms Thomas:</b>	Not present and unrepresented at this 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 varied</b>

## Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

*'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 supervised indirectly at all 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.
3. You must not be the sole nurse or the nurse in charge of any shift.
4. 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.
5. You must send your NMC case officer a report on the meetings in condition 4 prior to the next review.
6. 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.

7. 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.
  
8. 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.
  
9. 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.
  
10. 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 confirm this varied interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Ms Thomas'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, Ms Thomas 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. Ms Thomas's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Ms Thomas. The NMC will write to Ms Thomas when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Thomas in writing.

That concludes this determination.