

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

**New Interim Order Hearing  
Friday 18 October 2024**

Virtual Hearing

**Name of registrant:** James Marvin Langford

**NMC PIN:** 19G0805E

**Part(s) of the register:** Registered Nurse - Sub part 1  
RNMH: Mental health nurse, level 1 – 30  
September 2019

**Relevant Location:** North Somerset

**Panel members:** Adrian Ward (Chair, lay member)  
Zoe Wernikowski (Registrant member)  
Claire Corrigan (Lay member)

**Legal Assessor:** Neil Fielding

**Hearings Coordinator:** Monsur Ali

**Nursing and Midwifery Council:** Represented by John Millar, Case Presenter

**Mr Langford:** Present and not represented at the hearing

**Interim order directed:** Interim conditions of practice order (18 months)

## Decision and reasons on interim order

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

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 nursing practice to either one substantive employer or, if you are working for an agency, it must be in a single setting.
2. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another band 5 or above registered nurse.
3. You must have monthly meetings with your line manager or supervisor to discuss the adherence to the conditions.
4. 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.
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 agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
  
7. 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.
  
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 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 decision will be confirmed to you in writing.

That concludes this determination.