

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

**Interim Order Review Hearing
Wednesday, 26 March 2025**

Virtual Hearing

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| Name of Registrant: | James Marvin Langford |
| NMC PIN: | 19G0805E |
| Part(s) of the register: | Nurses part of the register Sub part 1 RNMH, Registered Nurse - Mental Health (30 September 2019) |
| Relevant Location: | North Somerset |
| Panel members: | Richard Weydert-Jacquard (Chair, registrant member) Rashmika Shah (Registrant member) Vicki Harris (Lay member) |
| Legal Assessor: | Fiona Barnett |
| Hearings Coordinator: | Catherine Blake |
| Nursing and Midwifery Council: | Represented by Denise Amaning, Case Presenter |
| Mr Langford: | Present and represented by Neomi Bennett of Equality 4 Black Nurses at the outset of the hearing |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | Interim conditions of practice order confirmed |

Decision and reasons on interim order

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

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 Mr Langford'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 Langford 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.

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

This will be confirmed to Mr Langford in writing.

That concludes this determination.