

Open Letter: Formal Decline of Participation in NMC Fitness to Practise Proceedings (Refs 078024/2020 & 078025/2020, Combined, and Related Case NMC-107454/2025)
– Immediate Withdrawal of Cooperation Due to Systemic Failures, Lack of Trust, Credibility, and Predetermined Outcome

Paul John Calvert

PIDA-Protected Whistleblower, North East Ambulance Service (NEAS) Deaths Scandal

22 January 2026

Open Letter to the Nursing and Midwifery Council

23 Portland Place

London W1B 1PZ

Paul Rees OBE, Chief Executive and Registrar

Helen Shirley, Chair of the Council

Fitness to Practise Directorate

Customer Enquiries and Complaints Team

Nursing and Midwifery Council

NMC References:

078024/2020

078025/2020

107454/2025

Copied to:

The Rt Hon Wes Streeting MP, Secretary of State for Health and Social Care

Department of Health and Social Care Public Enquiries

Health and Social Care Select Committee

Professional Standards Authority for Health and Social Care

Affected families and whistleblowers in the NEAS scandal

Media outlets

Dear Mr Rees, Ms Shirley, and the Fitness to Practise Directorate,

This open letter constitutes formal notice that I wish no further part in any NMC matters relating to Nurses Joanne Marie Baxter and Shelley Rachael Dyson (refs 078024/2020 & 078025/2020, combined, and related case NMC-107454/2025 re: Andrew Edward Watson). For reasons of conscience and integrity, I am unable to continue my participation. Please treat this as immediate and irrevocable withdrawal of cooperation, with effect from today.

I am the original whistleblower who, in May 2020, referred grave concerns about these nurses to the NMC. My disclosures—supported by the Interim and Final Audit One Reports (March/June 2020), Jennifer Stanley investigation (2020), multiple corroborated witness statements, and ICO-forced disclosures (Decision Notice IC-326848-W4X1)—exposed alleged preventable patient deaths, systemic underreporting of serious incidents, duty of candour breaches (Regulation 20, Health and Social Care Act 2008), dishonesty to coroners, and bullying to silence dissent at NEAS.

My doubts about the NMC's legitimacy, impartiality, and capability have been front and centre since the outset in May 2020. As a result, I have retained all communications with the NMC—a comprehensive record spanning almost six years. Despite these profound concerns, I persevered in good faith, cooperating exhaustively

in the hope of accountability. Six years is an inordinate, unacceptable time for any investigation—far exceeding reasonable expectations and causing unnecessary harm.

An FtP process should be conducted from the outset with candour, integrity, transparency, honesty and with rigor. This has not been my experience with the NMC. Instead, the opposite has prevailed: persistent delays, truth-twisting, conflation of unrelated cases to deflect scrutiny, selective omission of evidence, misrepresentation of my health-related non-engagement as "disengagement," and stonewalling of legitimate questions.

This was mirrored in the government-led Griffiths review (July 2023)—widely criticised as a "whitewash" with flawed appointment and limited scope—which I refused to participate in from the outset (formal letter explaining concerns). The NMC's replication of this narrow approach raises identical doubts.

The pattern of failure is clear, documented, and spans the entire period:

From the earliest stages (2020–2022), the NMC admitted significant inefficiency. Your October 2021 response (NMC-10358-L7F8P6) acknowledged months-long communication gaps post-COVID pause, resourcing/capacity delays, and frustration from repeated evidence requests already supplied (Audit One/Stanley reports). 2021–2022 correspondence with Lauren Hayes revealed procedural irregularities: cases reverted to screening despite progression emails; missed 4–6 week update promises; reliance on third-party delays without proactive investigation. Multi-factorial delays (internal legal advice, disclosure issues) prolonged screening for years.

This inertia caused documented harm. In February–April 2023, my advocate Sharon McGurk withdrew her support after personally witnessing the NMC's "numerous delays without credible explanation," "distinct lack of transparency," and "obfuscation" exacerbate my mental ill health—a direct "causation factor" she observed firsthand. She stated the NMC "cannot be trusted to investigate their own, lacking the necessary impartiality and expertise," described the process as an "NMC charade," and declared she had "no faith in the NMC as an organisation or its ability to investigate concerns in an impartial manner." She refused further contact, with your confirmation (Pooja Ghedia/Christina Paine) removing me from investigations.

Escalation in 2025 met continued evasion. My February 22 letter to Neil Allwood (Head of Case Examiners) raised public safety risks (no interim orders allowing Dyson/Baxter senior roles at Gateshead/CQC), FPPT failures, narrow scope omitting Watson/Berwick cases and systemic underreporting, and whistleblower mistreatment. Complaints (e.g., NMC-32504-Z5Y3B5, NMC-37770-P3F2V9) breached policy timelines (66-day Stage 1 delay; extensions April/November 2025; no acknowledgments requiring chases—Rui Ferreira Diogo, November 4). Stage 2/3 responses (July/October 2025) ignored 23 questions, dismissed concerns, and invoked shutdown clauses (Unreasonable Behaviour Policy 4.6).

Conflation persisted: James Jafari's November 24 response implied resolution of my exclusion complaint in NMC-107454/2025 (Watson) by referencing 2020 matters/Dan Regan's outreach (focused solely on 2020 cases/pre-2026 hearings). Bereaved families received proactive updates/dates (Tracey Beadle, December 4, 2025: "told months ago... given dates"), while I remained excluded from 107454/2025 despite evidence and referrals (March 2025 Watson closed as "duplicate"). Duplicated decision letters (December 3/4, 2025) caused avoidable distress amid my ill health.

No reasonable adjustments despite repeated Equality Act requests (e.g., email-only correspondence). Key evidence omitted (Watson/Berwick, underreporting scale); no interim orders despite risks.

These failures are independently corroborated:

Nazir Afzal's July 2024 Independent Culture Review: "dysfunctional" culture, "paralysis" in decision-making, safeguarding lapses, whistleblower distrust ("could have been a hundred more... no confidence speaking out would lead to change"; "good nurses investigated for years while bad ones escape sanction").

Compassion in Care's May 2024 "Journey of Injustice" (27,000+ responses): widespread regulatory inaction on whistleblower evidence, FtP delays, public risks, and institutional protection over accountability.

PSA reviews (2023/24–2025): repeated Standard 15 failures on timeliness, escalation to Secretary of State.

NMC/Media Admissions: Paul Rees conceded past errors (delayed action in serious

misconduct/death cases, The Independent, November 8/9, 2025: "completely wrong" on private-life investigations and Letby-style delays where NMC allowed continued practice despite grave allegations); BBC (November 9, 2025) highlighted NMC inaction in Letby case mirroring NEAS; December 30, 2024 Independent article accused opacity/cover-up of internal reviews post-Afzal.

Public Sentiment: NMC Trustpilot rating 2.1/5 and NMCWatch forums document widespread reports of corruption, ignored evidence, and years-long delays causing health decline.

I have made the difficult choice to make this letter public, because I believe the NMC FTP outcome in this case is predetermined. Remaining engaged would make no difference—only legitimising a contrived process failing the families, whistleblowers and the wider public.

It is my fervent hope—shared with bereaved families, staff, and the public—that an independent statutory public inquiry is commenced into the NEAS scandal. The Griffiths review omitted numerous deaths and failed to investigate agencies (NHSE, CQC, HM Coroners, Police, others). The government must reconsider its lack of engagement with families, staff, and whistleblowers—even if I am no longer involved—and approach this with openness, honesty, accountability and respect, especially given its push for the Public Accountability Bill (Hillsborough Law).

I remain supportive of the families and whistleblowers, holding them in the highest regard for their pursuit of honesty, integrity, and accountability. Due to my concerns with the legitimacy of the NMC process, I will not compromise my own principles.

I do not require a response, and further communications will not be responded to. This letter is formal notification of my withdrawal from NMC processes with immediate effect.

Yours sincerely,

Date: 22nd January 2026

Paul John Calvert

PIDA-Protected Whistleblower

North East Ambulance Service Deaths Scandal