

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Tuesday, 23 April 2024**

Virtual Meeting

Name of Registrant:	Siphikisile Dube
NMC PIN	06G1166E
Part(s) of the register:	Registered Nurse Adult Nursing – 6 October 2006
Relevant Location:	London
Panel members:	Jill Wells (Chair, lay member) Judith Francois (Registrant member) Stephanie Hayle (Lay member)
Hearings Coordinator:	Monowara Begum
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 therefore 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 limit your nursing practice to a single substantive employer. This may be an agency, but any placement must be in a single location and for not less than a period of three months.*
2. *You must ensure that you are directly supervised by another registered nurse at any time you are engaged in the administration of medication.*
3. *You must meet with your line manager, mentor or supervisor monthly to discuss your performance in relation to medication administration and record-keeping.*
4. *Prior to any NMC review hearing, you must obtain and send to your case officer a report from your line manager, mentor or supervisor that outlines your performance in relation to the administration of medication and record-keeping.*
5. *You must complete training in medicines management, IV medicines administration, and you must successfully complete a medication administration competency assessment. Evidence of the successful completion of each of these must be sent to the NMC prior to any review hearing.*
6. *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.*
7. *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.*
8. *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.*
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.'*

Unless there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Miss Dube will be notified of that panel's decision in writing following that meeting.

Alternatively, Miss Dube is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Miss Dube will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Miss Dube must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Miss Dube does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Miss Dube and her representative will be invited to attend.

This decision will be confirmed to Miss Dube in writing.

That concludes this determination.