

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday 18 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Dennis Thulani Molife
<b>NMC PIN:</b>	01K11090
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – RN1 – October 2001 Registered Nurse Mental Health – RN3 – October 2001
<b>Relevant Location:</b>	Guernsey
<b>Panel members:</b>	Kiran Gill (Chair, Lay member) Debbie Holroyd (Registrant member) Mandy Kilpatrick (Lay member)
<b>Legal Assessor:</b>	Nigel Ingram
<b>Hearings Coordinator:</b>	Maya Khan
<b>Nursing and Midwifery Council:</b>	Represented by Dr Raj Joshi, Case Presenter
<b>Mr Molife:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome:</b>	<b>Interim conditions of practice order varied</b>

## **Decision and reasons on interim order**

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

The panel was of the view that the public would be suitably protected 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 not be the nurse in charge on any shift.
2. You must not have sole responsibility for safeguarding.
3. You must have monthly meetings with your line manager, mentor or supervisor to discuss and review:
  - a) Any safeguarding incidents occurring at your place of employment
  - b) Escalation of safeguarding concerns
  - c) Your knowledge of, and compliance with, safeguarding policies and procedures
  - d) Identification, escalation, and management of deteriorating of patients
4. You must provide a report from your line manager, mentor or supervisor to your NMC case officer, prior to any review, identifying:

- a) Any safeguarding incidents occurring at your place of employment
  - b) Escalation of safeguarding concerns
  - c) Your knowledge of, and compliance with, safeguarding policies and procedures
  - d) Identification, escalation, and management of deteriorating of patients
5. 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.
6. 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.
7. 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.
8. 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.
9. 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 vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Molife'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 Molife 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. Mr Molife's case officer will write to him about this in due course.

This will be confirmed to Mr Molife in writing.

That concludes this determination.