

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 5 January 2024**

Virtual Hearing

Name of Registrant:	Khoboso Hargura-Adichareh
NMC PIN	15C0157E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – August 2016
Relevant Location:	Gloucestershire
Panel members:	Godfried Attafua (Chair, Registrant member) Sue Gwyn (Registrant member) Richard James Carnell (Lay member)
Legal Assessor:	Gillian Hawken
Hearings Coordinator:	Audrey Chikosha
Nursing and Midwifery Council:	Represented by Jemima Lovatt, Case Presenter
Mrs Hargura-Adichareh:	Present and represented by Dr Francis Graydon, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice 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 limit your nursing practice to one single employer. That employment can be sought through an agency, but each role sought through an agency must be for a minimum term of three months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse at 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 registered nurse.
4. You must meet with your workplace line manager, mentor or supervisor monthly to discuss your conduct and performance, with specific relation to:
 - a) Your ability to carry out appropriate clinical examination;
 - b) Your adherence to care plans;
 - c) Your record keeping and documentation;
 - d) Your conduct in treating patients with dignity and respect; and
 - e) Your competency in following post-falls procedure.

5. You must send your NMC Case Officer a report from your line manager, mentor or supervisor prior to any review of this interim order. This report must contain details about:
 - a) Your ability to carry out appropriate clinical examination;
 - b) Your adherence to care plans;
 - c) Your record keeping and documentation;
 - d) Your conduct in treating patients with dignity and respect; and
 - e) Your competency in following post-falls procedure.

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.

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 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 will be confirmed to you in writing.

That concludes this determination.