

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 14 May 2024**

Virtual Hearing

Name of Registrant:	Gifty Sey Mensah-Kirchner
NMC PIN	20D0797E
Part(s) of the register:	Registered Nurse Learning Disabilities – 12 August 2020
Relevant Location:	Staffordshire
Panel members:	Judith Ebbrell (Chair, registrant member) Naomi Smith (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Hanifah Choudhury
Nursing and Midwifery Council:	Represented by Nina Dunn, Case Presenter
Mrs Mensah-Kirchner:	Not present and unrepresented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 employment to one substantive employer. This must not be an agency.
2. You must be directly supervised when managing and administering medication until assessed and deemed competent by another registered nurse.
3. You must not be the sole nurse in charge on any shift. You must ensure that you are supervised by another registered nurse anytime you are working. Your supervision must consist of working at all times on the same shift, but not always directly observed by another registered nurse.
4. You must work with your line manager or supervisor to develop an improvement plan to address the alleged regulatory concerns with particular regard to:
 - a) Medication management and administration
 - b) Clinical leadership and clinical management decisions
 - c) Communication
5. You must meet monthly with your line manager or supervisor to discuss the improvement plan in Condition 4.
6. You must send a copy of the improvement plan to the NMC prior to any review.

7. 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.

8. 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.

9. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any employers you apply to for work (at the time of application).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

10. 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.

11. 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 Mrs Mensah-Kirchner'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, Mrs Mensah-Kirchner 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 Mrs Mensah-Kirchner. The NMC will write to Mrs Mensah-Kirchner when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Mensah-Kirchner in writing.

That concludes this determination.