

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Wednesday, 28 August 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Faustina Sililo Fula
<b>NMC PIN</b>	04K0054O
<b>Part(s) of the register:</b>	Registered Nurse – Adult RN1 – Adult nurse (level 1) 1 November 2004
<b>Relevant Location:</b>	Ards and North Down
<b>Panel members:</b>	James Lee (Chair, Registrant member) Patience McNay (Registrant member) Sue Davie (Lay member)
<b>Legal Assessor:</b>	Maeve Holland
<b>Hearings Coordinator:</b>	Max Buadi
<b>Nursing and Midwifery Council:</b>	Represented by James Cox, Case Presenter
<b>Mrs Fula:</b>	Not present and not represented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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 restrict your practice to one substantive employer, which may be an agency provided that any placement is of a minimum duration of 3 months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised any time you are working. Your supervision must consist of:
  - a) Working at all times on the same shift as, but not always directly observed by, another Registered Nurse.
  - b) monthly meetings with your line manager, mentor, or supervisor to discuss your general conduct in the workplace including safeguarding, de-escalation and manual handling techniques.
4. Prior to any review you must provide a report from your line manager commenting on your general conduct in the workplace including safeguarding, de-escalation and manual handling techniques.
5. You must keep us 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 us 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.
  
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.

Unless Mrs Fula'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

Fula 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Fula. The NMC will keep Mrs Fula informed of developments in relation to that issue.

This will be confirmed to Mrs Fula in writing.

That concludes this determination.