

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 1 August 2024**

Virtual Hearing

| | |
|---------------------------------------|---|
| Name of Registrant: | Xoisa Hlatshwayo |
| NMC PIN | 09F2144E |
| Part(s) of the register: | Registered Nurse Sub Part 1 Adult Nursing - (Level 1) 31 October 2009 |
| Relevant Location: | West Berkshire |
| Panel members: | Angela Williams (Chair, Lay member) Carolyn Jenkinson (Registrant member) Tom Manson (Lay member) |
| Legal Assessor: | Gerard Coll |
| Hearings Coordinator: | Eleanor Wills |
| Nursing and Midwifery Council: | Represented by Anna Rubbi, Case Presenter |
| Miss Hlatshwayo: | Present and unrepresented |
| 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' means any course of educational study connected to nursing, midwifery or nursing associates.

1. You must restrict your practice to Hampshire Hospitals Foundation Trust, on Overton Ward, this can include bank shifts.
2. You must not be employed via an agency.
3. You must not be the nurse in charge of any shift.
4. You must not be the sole nurse on any shift.
5. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss your performance with particular reference to:
 - Adhering to your employer's policies and procedures.
 - Your medication administration and management
6. You must provide a report from your line manager, mentor or supervisor prior to the next NMC review hearing commenting on your performance with particular reference to:
 - Adhering to your employer's policies and procedures.
 - Your medication administration and management
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

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Hlatshwayo'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, Miss Hlatshwayo 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 Miss Hlatshwayo. The NMC will write to Miss Hlatshwayo when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Hlatshwayo in writing.

That concludes this determination.