

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 25 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Boi-Neneh Janganya Charles
<b>NMC PIN</b>	19L0322E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 03 April 2020
<b>Relevant Location:</b>	Lambeth
<b>Panel members:</b>	Judith Ebbrell (Chair, registrant member) Jessica Read (Registrant member) Lizzie Walmsley (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Hanifah Choudhury
<b>Nursing and Midwifery Council:</b>	Represented by Aliyah Hussain, Case Presenter
<b>Mrs Charles:</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 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 limit your nursing practice to your current employer King's College Hospital NHS Foundation Trust. You must restrict your practice to day shifts only, and you must not undertake any bank or agency work.
2. You must not work as the nurse in charge.
3. You must not carry out any medicine management or administration unless directly observed by a registered nurse at band 6 or above until your competency has been assessed and confirmed, and the NMC has been provided with confirmation of this.
4. 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, a registered nurse of band 6 or above
5. You must work with your line manager/supervisor/mentor to create a personal development plan (PDP). Your PDP must address the concerns about medicine administration and management, patient assessment, care of deteriorating patients, and communication with colleagues and patients. You must:
  - a) Send your case officer a copy of your PDP before your next review.
  - b) Send your case officer a report from your line manager/supervisor/mentor prior to your next review. This report must show your progress towards achieving the aims set out in your PDP.

- c) Your discussions with your line manager/supervisor/mentor should include a reflection on your performance.
6. You must meet with your line manager/supervisor/mentor weekly to ensure that you are making progress towards aims set in your personal development plan (PDP):
  7. You must send the NMC a report seven days in advance of the next NMC hearing or meeting from either:
    - a) your line manager; or
    - b) your mentor or supervisor.
  8. 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.
  9. 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.
  10. 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.
  11. 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.

12. 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 Charles' 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 Charles 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 Charles. The NMC will write to Mrs Charles when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Charles in writing.

That concludes this determination.