

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday 14 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Francis Chirombo</b>
<b>NMC PIN</b>	15H1099E
<b>Part(s) of the register:</b>	Registered Adult Nurse (2015)
<b>Relevant Location:</b>	Derby and Burton
<b>Panel members:</b>	Christopher Taylor (Chair, registrant member) Sally Glen (Registrant member) Noreen Quraishi (Lay member)
<b>Legal Assessor:</b>	Michael Levy
<b>Hearings Coordinator:</b>	Leigham Malcolm
<b>Nursing and Midwifery Council:</b>	Represented by Mr Mehedi Rahim, NMC Case Presenter
<b>Mr Chirombo:</b>	Present and represented by Mr Deepan Jadoo, of Unison
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months. It decided that the following conditions are necessary, 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 a single substantive employer which may not be an agency.*
- 2. Any time you are administering or managing medication, you must be directly supervised by another registered nurse until you have undertaken relevant training and been assessed and signed off as competent to practise independently. Evidence of successful training and assessment must be sent to the NMC within seven days of completion.*
- 3. At all other times, you must be indirectly supervised (indirect supervision must consist of another registered nurse being on the same shift as but not always observing you directly).*
- 4. You must meet monthly with your line manager, mentor or supervisor to discuss your medicines management and administration until you have undertaken relevant training and been assessed and signed off as competent to practise independently.*
- 5. You must send reports of the monthly meetings with your line manager, mentor or supervisor, along with evidence of completed*

*training to the Nursing and Midwifery Council (NMC) prior to any review of this order.*

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 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).*
  
8. *You must tell your case officer, within seven days of your becoming aware of:*
  - a) *Any clinical incident you are involved in relating to medicines administration or medication errors.*
  - b) *Any investigation started against you relating to medicines administration or medication errors.*
  - c) *Any disciplinary proceedings taken against you relating to medicines administration or medication errors.*
  
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 other person(s) involved in your retraining and/or supervision required by these conditions*

The panel decided to make this interim order for a period of 18 months to allow sufficient time for the NMC to complete its investigation.

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 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 the reviewing 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.