

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

**New Interim Order Hearing
Monday, 17 June 2024**

Virtual Hearing

Name of Registrant:	Daniel Jibu
NMC PIN	15I0272C
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – September 2015
Relevant Location:	Glasgow
Panel members:	David Evans (Chair, Lay member) Claire Martin (Registrant member) Alyson Young (Lay member)
Legal Assessor:	Nigel Ingram
Hearings Coordinator:	Audrey Chikosha
Nursing and Midwifery Council:	Represented by Beverley Da Costa, Case Presenter
Mr Jibu:	Present and not represented
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

'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 a non-acute ward in an NHS Trust.
2. You must not be the sole nurse in charge of:
 - a) any shift
 - b) medications management and administration
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of:
 - a) Completing the organisation's medicines management competency theory sessions and practical assessment
 - b) Supervised medication rounds for a period of 3 months
 - c) An evaluation with your supervisor after every medication round detailing good points of practice and any challenges encountered and how to deal with them.
 - d) Working on the same shift as, but not necessarily always directly supervised by another registered nurse.
4. Fortnightly meetings with supervisor/ mentor/ line manager. This must be an identified person(s). Discussions to include:
 - a) Medicines management and administration
 - b) Record Keeping
 - c) Duty of Candour
 - d) Escalating clinical issues

e) Your agreed strategies for coping with stress and difficult situations in the workplace

5. You must obtain a report from your supervisor/ mentor/ line manager every month. This must be an identified person (s). Each report must contain details of your:
- a) Progress in;
 - i. Administering medication and evaluation of practice
 - ii. Escalation of clinical issues
 - iii. Record keeping
 - b) Areas of your good practice
 - c) Compliance with these conditions.

You must send your case officer a copy of these reports prior to any review hearing or meeting.

6. You must work with your supervisor/ line manager to create a personal development plan (PDP). Your PDP must address the concerns about medicines management and administration, record keeping, escalation of concerns and duty of candour. You must:
- a) Send your case officer a copy of your PDP
 - b) Send your case officer a report from your supervisor/ line manager prior to any NMC review hearing or meeting.

This report must show your progress towards achieving the aims set out in your PDP.

7. You must engage with your supervisor/ line manager on a frequent basis to ensure that you are making progress towards aims set in your personal development plan (PDP), which include:
- a) Meeting with your supervisor/ line manager at least every month to discuss your progress towards achieving the aims set out in your PDP.

8. 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.

9. 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.

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 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 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 you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.