

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 27 June 2024**

Virtual Hearing

Name of Registrant:	Daphney Hlengiwe Mkhwanazi
NMC PIN:	01F1467O
Part(s) of the register:	Registered Nurse - RN1 Adult Nursing - June 2001
Relevant Location:	Northern Ireland
Panel members:	Judith Ebbrell (Chair, Registrant member) Liane Powell (Registrant member) Lizzie Walmsley (Lay member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Khadija Patwary
Nursing and Midwifery Council:	Represented by Eleazar Anyene, Case Presenter
Mrs Mkhwanazi:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

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 employment to one single substantive employer, this may be a single agency, and any placement must be at least for a period of three months.
2. You must not be the sole nurse in charge of any shift.
3. You must ensure that you are supervised anytime you are managing or administering medication. Your supervision must consist of being directly observed by a registered nurse.
4. You must meet with your line manager/mentor/supervisor at least once a month to discuss your medicine management and administration and professional accountability.
5. You must send the NMC a report seven days in advance of the next NMC hearing or meeting from your line manager/mentor/supervisor.

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 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.

8. 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.

9. 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.

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

This will be confirmed to Mrs Mkhwanazi in writing.

That concludes this determination.