

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday 2 May 2024**

Virtual Hearing

Name of Registrant:	Xoisa Hlatshwayo
NMC PIN	09F2144E
Part(s) of the register:	Registered Nurse - Adult RNA November 2009
Relevant Location:	West Berkshire
Panel members:	Nariane Chantler (Chair, Registrant member) Vikki Crickmore (Registrant member) Geoffrey Baines (Lay member)
Legal Assessor:	John Bromley-Davenport KC
Hearings Coordinator:	Rebecka Selva
Nursing and Midwifery Council:	Represented by Sally Denholm, Case Presenter
Miss Hlatshwayo:	Not 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.

The panel has determined that the following conditions are proportionate and necessary:

'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 restrict your practice to one substantive employer which must not include agency or bank work.
2. You must not work night shifts.
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 ensure that you are directly supervised by another registered nurse when administering and managing medicines at all times.
6. 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.
7. 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.
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 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.