

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 29 May 2024**

Virtual Hearing

Name of Registrant:	Elise Mafang
NMC PIN	22A4032E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 06 March 2023
Relevant Location:	Wolverhampton
Panel members:	Godfried Attafua (Chair, Registrant member) Nicola Harvey (Registrant member) Danielle Sherman (Lay member)
Legal Assessor:	Attracta Wilson
Hearings Coordinator:	Eleanor Wills
Nursing and Midwifery Council:	Represented by Scott Clair, Case Presenter
Miss Mafang:	Present and represented by Jerome Burch instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 practice to one single substantive employer. This must not be an agency.
2. You must be directly supervised anytime you are administering or managing medication until you are deemed competent by another registered nurse. Upon completion details of your competency assessment must be sent to your NMC Case Officer.
3. You must ensure that you are indirectly supervised at any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must complete a personal development plan or enter into a preceptorship programme. This should include an assessment into the skills and competency required of a newly qualified Band 5 nurse. A report from your line manager, mentor or supervisor must be provided to the NMC at least seven days before any review hearing outlining your performance in relation to your personal development plan or preceptorship programme.
5. 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.

6. 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.

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).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

8. 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.

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 educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Mafang'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 Mafang 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 Mafang. The NMC will write to Miss Mafang when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Mafang in writing.

That concludes this determination.