

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 24 May 2024**

Virtual Hearing

Name of Registrant:	Maud Masango
NMC PIN	22F3125E
Part(s) of the register:	Registered Nurse – Mental Health RNA – January 2023
Relevant Location:	Cheshire
Panel members:	Godfried Attafua (Chair, registrant member) Judith Shevlin (Registrant member) Geoffrey Baines (Lay member)
Legal Assessor:	Graeme Henderson
Hearings Coordinator:	Catherine Blake
Nursing and Midwifery Council:	Represented by Hena Patel, Case Presenter
Miss Masango:	Present and represented by Trevor Knowles- Olowu of the Employees United Union
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 was of the view that the public would remain suitably protected by the continuation of the following conditions:

‘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 as a registered nurse to one substantive employer. This must not be an agency. This employer must provide you with a formal preceptorship program or equivalent.
2. You must send evidence that you have successfully completed the preceptorship program to the NMC within 14 days of doing so.
3. You must ensure that you are supervised 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, a Registered Nurse of band 6 or above.
4. At any time that you are engaged in the administration or management of medication you must ensure that you are directly supervised by a Registered Nurse until you are formally assessed and deemed competent to do so without supervision. You must send the NMC evidence within 7 days of being deemed competent.
5. You must meet with your mentor, line manager or supervisor every month to discuss your progress, in particular:

- a) Safe management and administration of medication;
 - b) Management of risk; and
 - c) Record keeping.
6. You must send a report from your mentor, line manager or supervisor to the NMC, setting out your progress with regards to the areas specified in condition five, prior to any review hearing or meeting.
7. 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.
8. 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.
9. 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.
10. 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.

11. 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.

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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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.