

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

**Interim Order Review Hearing
Thursday, 28 November 2024**

Virtual Hearing

Name of Registrant:	Boi-Neneh Janganya Charles
NMC PIN	19L0322E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 03 April 2020
Relevant Location:	Lambeth
Panel members:	Derek McFaull (Chair, lay member) Alison Thomson (Registrant member) David Anderson (Lay member)
Legal Assessor:	John Bassett
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mrs Charles:	Present and represented by Carolina Bracken from Blackfords
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 was of the view that the public would remain suitably protected by 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 nursing practice to your current employer King's College Hospital NHS Foundation Trust. You must restrict your practice to day shifts only, and you must not undertake any bank or agency work.
2. You must not work as the nurse in charge.
3. You must ensure that you are supervised any time you are working. Your supervision must consist of:
 - a) Working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above
4. You must work with your line manager/supervisor/mentor to create a personal development plan (PDP). Your PDP must address the concerns about medicine administration and management, patient assessment, care of deteriorating patients, and communication with colleagues and patients. You must:
 - a) Send your case officer a copy of your PDP before your next review.

- b) Send your case officer a report from your line manager/supervisor/mentor prior to your next review. This report must show your progress towards achieving the aims set out in your PDP.
 - c) Your discussions with your line manager/supervisor/mentor should include a reflection on your performance.
5. You must meet with your line manager/supervisor/mentor weekly to ensure that you are making progress towards aims set in your personal development plan (PDP):
6. You must send the NMC a report seven days in advance of the next NMC hearing or meeting from either:#
- a) your line manager; or
 - b) your mentor or supervisor.
7. 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.
8. 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.
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.
- c) Any other person(s) involved in your retraining and/or supervision required by these conditions'.

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

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 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.

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.