

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

**Interim Order Review Hearing
Monday 18 November 2024**

Virtual Hearing

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| Name of Registrant: | Siphikisile Dube |
| NMC PIN | 06G1166E |
| Part(s) of the register: | Registered Nurse – Adult RNA Adult nurse (level 1) 6 October 2006 |
| Relevant Location: | London |
| Panel members: | Denford Chifamba (Chair, registrant member) Janet Fitzpatrick (Registrant member) Gary Trundell (Lay member) |
| Legal Assessor: | Caroline Hartley |
| Hearings Coordinator: | Rebecka Selva |
| Nursing and Midwifery Council: | Represented by Kir West-Hunter, Case Presenter |
| Miss Dube: | Not present and not represented at this 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 nursing practice to a single substantive employer. This may be an agency, but any placement must be in a single location and for not less than a period of three months.
2. You must ensure that you are directly supervised by another registered nurse at any time you are engaged in the administration of medication.
3. You must meet with your line manager, mentor or supervisor monthly to discuss your performance in relation to medication administration and record-keeping.
4. Prior to any NMC review hearing, you must obtain and send to your case officer a report from your line manager, mentor or supervisor that outlines your performance in relation to the administration of medication and record-keeping.
5. You must complete training in medicines management, IV medicines administration, and you must successfully complete a medication administration competency assessment. Evidence of the successful completion of each of these must be sent to the NMC prior to any review hearing.
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.
 - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
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 Miss Dube'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 Dube 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Dube. The NMC will keep Miss Dube informed of developments in relation to that issue.

This will be confirmed to Miss Dube in writing.

That concludes this determination.