

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday 29 November 2024**

Virtual Hearing

Name of Registrant:	Sarah Kavuma
NMC PIN:	20L0454E
Part(s) of the register:	Registered Nurse Adult Nursing – 5 February 2021
Relevant Location:	Medway
Panel members:	Jill Wells (Chair, Lay member) Nicola Harvey (Registrant member) Sally Allbeury (Lay member)
Legal Assessor:	Gerard Coll
Hearings Coordinator:	Jumu Ahmed
Nursing and Midwifery Council:	Represented by Amelia Mah, Case Presenter
Mrs Kavuma:	Present and represented by Danielle McMahon, instructed by Royal College of Nursing (RCN)
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 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 one employer. This can be a single agency, with a placement being for a minimum of three months in the same unit or ward.
2. You must not be the nurse in charge of any unit, ward or shift.
3. You must only undertake medication management and administration when directly supervised by another nurse for a minimum of 10 shifts.

After this, you must remain under direct supervision when administering medication until you are formally assessed as competent by another registered nurse.

A copy of the satisfactory medication competency assessment must be sent to the NMC when completed.

4. You must have meetings with your line manager, mentor or supervisor fortnightly to discuss your general performance as a nurse, with particular regard to:
 - a) Medication management;
 - b) Working cooperatively with others; and

- c) Escalating concerns.
5. You must provide a report from your line manager, mentor or supervisor prior to the next review. This report must include reference to your general performance, as well as:
- a) Medication management;
 - b) Working cooperatively with others; and
 - c) Escalating concerns
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.

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 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 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 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.