

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 21 November 2024**

Virtual Hearing

Name of Registrant:	Patrick Mhlanga
NMC PIN	08G0989E
Part(s) of the register:	Registered Nurse – Sub part 1 Mental Health Nursing (Level 1) – 20 September 2008
Relevant Location:	Hampshire
Panel members:	Ingrid Lee (Chair, lay member) Sally Glen (Registrant member) Tom Manson (Lay member)
Legal Assessor:	Robin Ince
Hearings Coordinator:	Stanley Udealor
Nursing and Midwifery Council:	Represented by Violet Smart, Case Presenter
Mr Mhlanga:	Present and represented by Karl Shadenbury of Unison
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 nursing practice to a single substantive employer. This must not be an agency or bank work.
2. You must not work as a mentor, supervisor or nurse in charge in any clinical setting.
3. You must meet fortnightly with your line manager, mentor or supervisor to have reflective discussions regarding your professional conduct and working relationships with colleagues.
4. You must obtain a report from your line manager, mentor or supervisor, commenting on your professional conduct and working relationships with colleagues. This report must be sent to your case officer, in advance of the next NMC hearing or meeting.
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.

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.