

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 21 October 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Hughes Mbuyi Kadima
<b>NMC PIN</b>	23F1790E
<b>Part(s) of the register:</b>	Registered Nurse Adult, RNA (February 2024)
<b>Relevant Location:</b>	Hertfordshire
<b>Panel members:</b>	Liz Maxey (Chair, Registrant member) Debbie Holroyd (Registrant member) Niall McDermott (Lay member)
<b>Legal Assessor:</b>	Peter Jennings
<b>Hearings Coordinator:</b>	Zahra Khan
<b>Nursing and Midwifery Council:</b>	Represented by Benjamin D'Alton, Case Presenter
<b>Mr Kadima:</b>	Present and represented by Khaled Hussain-Dupré from Sequentus
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## 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 determined that the imposition of 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 only work for one substantive employer. If the employer is an agency, any placement must be for at least six months in a single clinical area.
2. You must not be the nurse in charge or the sole nurse on duty.
3. Until you have been signed off as competent by a registered nurse of Band 6 or above, you must be directly observed by a registered nurse of Band 6 or above at any time that you are administering or managing medication.

Within seven days of being signed off as competent, you must send your case officer at the NMC a copy of the successful assessment.

4. You must ensure that you are supervised by your line manager, supervisor, or mentor any time you are working. Your supervision must include working at all times on the same shift as, but not always directly observed by, another registered nurse.

5. You must meet with your line manager, supervisor, or mentor at least every two weeks to discuss:
  - Communication skills.
  - Medication administration and management.
  - Escalation of a deteriorating patient.
  - Infection control.
  - Time management.
  - Situational awareness.

Before any NMC review hearing or meeting, you must send to your case officer at the NMC a report from your line manager, supervisor, or mentor regarding your performance with particular relation to the issues set out above.

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

The panel decided to make this interim order for a period of 18 months as the NMC is in its early stages of investigation. It is satisfied that this period is proportionate.

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 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.