

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

**Interim Order Review Hearing
Thursday 17 October 2024**

Virtual Hearing

Name of Registrant:	Nirmala Anil Lole
NMC PIN	19G00820
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 3 July 2019
Relevant Location:	Wiltshire
Panel members:	Anne Ng (Chair, Lay member) Karen Shubert (Registrant member) David Hull (Lay member)
Legal Assessor:	Neil Fielding
Hearings Coordinator:	Sophie Cubillo-Barsi
Nursing and Midwifery Council:	Represented by Eilish Lindsay, Case Presenter
Nirmala Anil Lole:	Not present. 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 was of the view that the public would remain suitably protected by the following varied 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 one substantive employer which must be an NHS Trust. This must not be bank or agency work.
2. You must ensure that you are supervised any time you are working, this supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse of band 6 or above.
3. You must be directly supervised by a registered nurse anytime you are undertaking medication administration or management until signed off as competent to do so by your line manager, mentor or supervisor.
4. You must meet with your line manager, mentor or supervisor fortnightly to discuss your performance in relation to:
 - a. Medication administration and management
 - b. Escalation of deteriorating patients
 - c. Communication with patients and colleagues
 - d. Effective teamworking
 - e. Record keeping and documentation
 - f. Professional conduct

5. You must send a report from your line manager, mentor or supervisor to your NMC Case Officer prior to any review hearing. This report must comment on your:
 - a. Medication administration and management
 - b. Escalation of deteriorating patients
 - c. Communication with patients and colleagues
 - d. Effective teamworking
 - e. Record keeping and documentation
 - f. Professional conduct

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 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.

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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Lole'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, Mrs Lole 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. Mrs Lole's case officer will write to her about this in due course.

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

This will be confirmed to Mrs Lole in writing.

That concludes this determination.