

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

**Interim Order Review Hearing
Wednesday, 12 February 2025**

Virtual Hearing

Name of Registrant:	Justina Abena Antwi
NMC PIN	14I2555E
Part(s) of the register:	RNA Adult Nurse (Level 1) 13 June 2015
Relevant Location:	Fife
Panel members:	Geraldine O'Hare (Chair, Lay member) Jillian Claire Rashid (Registrant member) Philippa Hardwick (Lay member)
Legal Assessor:	Marian Gilmore
Hearings Coordinator:	John Kennedy
Nursing and Midwifery Council:	Represented by Near Maqboul, Case Presenter
Ms Antwi:	Present and unrepresented at this hearing
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 implementation of the following 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. If you secure employment or work through an agency, you must only accept a placement at a single establishment which must be for a minimum of three months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are indirectly supervised by another registered nurse any time you are working. Your indirect supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must meet with your line manager, supervisor or mentor every two months to have a reflective discussion about your clinical practice. You must obtain from your line manager, mentor or supervisor a report on these meetings and provide this to your NMC Case Officer before the next review.
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 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.
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.

The panel decided to confirm the interim conditions of practice order as varied above and it will run for the remainder of the current interim order.

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, 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. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.