

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
1 October 2020**

Nursing and Midwifery Council  
Virtual Hearing

<b>Name of registrant:</b>	Melfort Makhosonke Khumalo
<b>NMC PIN:</b>	11E1092E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – May 2011
<b>Area of registered address:</b>	Leicester
<b>Panel members:</b>	Naseem Malik (Chair, Lay member) Winfilda Ngoshi (Registrant member) Nicola Bowes (Lay member)
<b>Legal Assessor:</b>	Jayne Salt
<b>Panel Secretary:</b>	Safa Musad
<b>Nursing and Midwifery Council:</b>	Represented by Zahra Evans, Case Presenter
<b>Mr Khumalo:</b>	Present and represented by Leila Chaker, Counsel instructed by Royal College of Nursing (RCN)
<b>Interim order to be reviewed:</b>	Interim suspension order (18 months)
<b>Outcome of review:</b>	Interim suspension order replaced with an interim conditions of practice order

## **Decision and reasons on interim order**

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

As such it determined that the following conditions were 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 Burton Park Priory Group in one substantive post. You must not work as an agency nurse.
2. At any time you are working, you must not be the sole nurse in charge of a shift.
3. You must ensure that you are supervised by a supervisor appointed by Burton Park any time you are working. Your supervision must consist of:
  - a) Working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must work with your supervisor to create a personal development plan (PDP). Your PDP must address the concerns about:
  - communication skills,
  - discharge procedures,
  - handover
  - medicine administration
  - monitoring patients

5. You must:
  - Send your case officer a copy of your PDP within 4 weeks of starting work.
  - Meet with your supervisor at least every 4 weeks to discuss your progress towards achieving the aims set out in your PDP.
  - Send your case officer a report from your supervisor prior to any review hearing or meeting of this panel. This report must show your progress towards achieving the aims set out in your PDP.
  
6. You must not administer medication until formally assessed by your workplace supervisor as competent to do so.
  
7. 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.
  
8. 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.
  
9. You must immediately give a copy of these conditions to:
  - a) Burton Park Priory Group
  - 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.

10. 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.

11. 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 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.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a panel at an administrative meeting. Your case officer will write to you about this in due course.

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.