

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
8 September 2020**

Nursing and Midwifery Council
Virtual Hearing

Name of registrant: Garby Tengu Ndumu

NMC PIN: 01U0998E

Part(s) of the register: Registered Nurse – Sub Part 1
Adult Nursing – July 2005

Area of registered address: Surrey

Panel members: Naseem Malik (Chair, Lay member)
Godfried Attafua (Registrant member)
Gillian Fleming (Lay member)

Legal Assessor: Paul Housego

Panel Secretary: Safa Musad

Nursing and Midwifery Council: Represented by Samantha Forsyth, Case
Presenter

Miss Ndumu: Present and represented by Jonathan Bradbury,
instructed by Independent Democratic Union
(IDU)

Interim order directed: Interim conditions of practice order (18 months)

Decision and reasons on interim order

'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 not practice as a registered nurse whilst any barring order of the Disclosure and Barring Service (DBS) is in place.
2. You must limit your nursing practice to one substantive employer, or if through an agency, then at one placement.
3. You must not work on night shifts.
4. You must not work as the sole nurse in charge on any shift.
5. At any time that you are employed or otherwise providing nursing services you must place yourself and remain under the supervision of a workplace line manager or supervisor nominated by your employer, such supervision to consist of working at all times on the same shift as, but not necessarily under the direct observation of, a registered nurse who is physically present in or on the same ward, unit, floor or home that you are working on or in the same building, but not necessarily on the same floor.
6. You must meet with your workplace line manager or supervisor (or their nominated deputy) at least every 28 days to discuss your performance in the following areas:
 - a) Responding to emergency situations.
 - b) Management of deteriorating patients.
 - c) Escalation of concerns.
 - d) Prioritising workload.
 - e) Management of falls.

7. You must send a report from your workplace line manager or supervisor (or their nominated deputy) before the next review hearing or meeting to the NMC, setting out the standard of your performance and with particular reference to:
 - a) Responding to emergency situations.
 - b) Management of deteriorating patients.
 - c) Escalation of concerns.
 - d) Prioritising workload.
 - e) Management of falls.

8. 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.

9. 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.

10. 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.

11. 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.

12. 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.

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.