

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 19 December 2023**

Virtual Hearing

Name of Registrant:	Helen Oluyemisi Balogun
NMC PIN	08L0310E
Part(s) of the register:	Registered Nurse – Mental Health RNMH – May 2009
Relevant Location:	London
Panel members:	Maureen Gunn (Chair, Registrant member) Gary Tanner (Lay member) Ingrid Lee (Lay member)
Legal Assessor:	Ian Ashford-Thom
Hearings Coordinator:	Samiz Mustak
Nursing and Midwifery Council:	Represented by Amanda Bailey, Case Presenter
Ms Balogun:	Present and represented by Aparna Rao, instructed by The Royal College of Nursing ("RCN")
Interim order directed:	Interim conditions of practice order (18 months)

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 has determined that 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 limit your nursing practice to one substantive employer. If you are working through an agency, any placement must be for a minimum period of 3 months.
2. You must not work in any managerial, supervisory or mentoring capacity.
3. You must ensure that you are supervised at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must meet with your line manager, supervisor or mentor on a monthly basis to discuss your performance and progress in relation to:
 - Language and behaviour in the workplace;
 - Cultural awareness and sensitivity; and
 - Equality, diversity and inclusion.
5. Prior to any review, you must provide your NMC case officer with a report from your line manager, supervisor or mentor commenting on your performance and progress in relation to:
 - Language and behaviour in the workplace;

- Cultural awareness and sensitivity; and
 - Equality, diversity and inclusion.
6. You must undertake face to face training (which can be online) on equality, diversity and inclusion. Upon completion of such training, details of the training should be provided to your NMC case officer prior to the first mandatory review of this case.
 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) 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.

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 agency you work for.
 - b) Any current or future employer.
 - c) Any educational establishment.
 - d) 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 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.