

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 1 December 2023**

Virtual Hearing

Name of Registrant:	Elise Mafang
NMC PIN	22A4032E
Part(s) of the register:	Registered Nurse – RNA Adult Nursing – March 2023
Relevant Location:	Wolverhampton
Panel members:	Maureen Gunn (Chair, Registrant member) Judith Francois (Registrant member) Alison Fisher (Lay member)
Legal Assessor:	Lachlan Wilson
Hearings Coordinator:	Samantha Aguilar
Nursing and Midwifery Council:	Represented by Shekyena Marcelle-Brown, Case Presenter
Miss Mafang:	Present and represented by Louisa Simpson, 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 18 months.

The panel 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 practice to one single substantive employer.
2. You must be directly supervised anytime you are administering or managing medication until you are deemed competent by another registered nurse. Upon completion details of your competency assessment must be sent to your NMC Case Officer.
3. You must ensure that you are indirectly supervised at any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must complete a personal development plan or enter into a preceptorship programme. This should include an assessment into the skills and competency required of a newly qualified Band 5 nurse. A report from your line manager, mentor or supervisor must be provided to the NMC at least seven days before any review hearing outlining your performance in relation to your personal development plan or preceptorship programme.
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 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.
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 make this interim order for a period of 18 months. It recognised that the investigation is in its early stages, and therefore deemed that this would be a sufficient length of time to allow the NMC to complete their investigation.

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.