

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 23 November 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Alfred Manungo
<b>NMC PIN</b>	10G0313E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Mental Health Nursing (Level 1) 19 April 2011
<b>Relevant Location:</b>	Gloucestershire
<b>Panel members:</b>	Christopher Taylor (Chair, registrant member) Carolyn Jenkinson (Registrant member) Matthew Burton (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Sharmilla Nanan
<b>Nursing and Midwifery Council:</b>	Represented by Ben Edwards, Case Presenter
<b>Mr Manungo:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (12 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

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 or to a single agency.
2. You must not be the only registered nurse on duty and you must not be the registered nurse in charge of any shift.
3. You must work with your line manager or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about your professional accountability and responsibility.
4. You must:
  - a) Meet with your line manager or supervisor at least every month to discuss your progress towards achieving the aims set out in your PDP.
  - b) Send your case officer at the NMC a copy of your PDP before the next review hearing.
  - c) Send your case officer a report from your line manager or supervisor before any review hearing. This report must show your progress towards achieving the aims set out in your PDP.

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.

Unless Mr Manungo's 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, Mr Manungo 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 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 Mr Manungo. The NMC will write to Mr Manungo when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Manungo in writing.

That concludes this determination.