

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Wednesday, 15 November 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Anne Ndlovu</b>
<b>NMC PIN</b>	12K0981E
<b>Part(s) of the register:</b>	RNMH, Mental Health Nursing (November 2013) V300, Nurse Independent/Supplementary Prescriber (February 2022)
<b>Relevant Location:</b>	Leicester
<b>Panel members:</b>	Bryan Hume (Chair, Lay member) Susan Field (Registrant member) Lisa Lezama (Registrant member)
<b>Legal Assessor:</b>	Fiona Barnett
<b>Hearings Coordinator:</b>	Sabrina Khan
<b>Nursing and Midwifery Council:</b>	Represented by Robert Benzynie, Case Presenter
<b>Mrs Ndlovu:</b>	Not present and unrepresented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 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 and continue the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the continuation of the following conditions:

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 practise as a non-medical prescriber.
2. You must not prescribe any medication.
3. 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.
4. 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.
5. 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.
  - e. Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
6. 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.
7. 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 confirm and continue the interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Ndlovu'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, Mrs Ndlovu 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 conditions of practice 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 reviewing panel at an administrative meeting. Mrs Ndlovu's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Ndlovu. The NMC will keep Mrs Ndlovu informed of developments in relation to that issue.

This will be confirmed to Mrs Ndlovu in writing.

That concludes this determination.