

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 10 November 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Kadiatu Makapr Sesay
<b>NMC PIN</b>	11F0585E
<b>Part(s) of the register:</b>	Registered Nurse – RNA, Adult Nurse (April 2012)
<b>Relevant Location:</b>	London
<b>Panel members:</b>	Christopher Taylor (Chair, registrant member) Hayley Ball (Registrant member) Eleanor Harding (Lay member)
<b>Legal Assessor:</b>	Charles Conway
<b>Hearings Coordinator:</b>	Jessie Miller
<b>Nursing and Midwifery Council:</b>	Represented by Lauren Karmel, Case Presenter
<b>Miss Sesay:</b>	Present and represented by Nicola Leonard, counsel instructed by Royal College of Nursing (RCN)
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 single substantive employer, which may be an agency. If work is sought through an agency, any placement must be with only one ward or department and must be for a continuous period of no less than 3 month duration.
  
2. You must ensure that you are directly supervised by another registered nurse, when administering or managing medication, until you are deemed competent to do so. This must include separate assessments of competency in administering:
  - a) Oral medication,
  - b) Intravenous medication,
  - c) Administration of oxygen,
  - d) Administration of nebulised drugs.

Once certified as competent, you must send evidence of this to the NMC within 7 days.

3. You must ensure that you are indirectly supervised by another registered nurse any time you are working. Your indirect supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.

4. You must work with your employer to create a Personal Development Plan (PDP). Your PDP must address the areas below:
  - a) Clinical observations,
  - b) Recognising and escalating deteriorating patients,
  - c) Communication,
  - d) Record keeping, and
  - e) Any relevant additional training required.

You must send your NMC case officer a copy of your PDP prior to the next review hearing.

5. You must meet with your line manager, supervisor, or mentor on a fortnightly basis, to discuss your progress against your PDP. You must send your NMC case officer a report from your line manager, supervisor, or mentor prior to the next review hearing. This report must show your progress towards achieving the aims set out in your PDP.
6. You must keep the NMC informed about anywhere you are working by:
  - a) Telling your NMC case officer within seven days of accepting or leaving any employment.
  - b) Giving your NMC case officer your employer's contact details.
7. You must keep the NMC informed about anywhere you are studying by:
  - a) Telling your NMC case officer within seven days of accepting any course of study.
  - b) Giving your NMC case officer the name and contact details of the organisation offering that course of study.
8. 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.

9. You must tell your NMC 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.

10. You must allow your NMC 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 Miss Sesay'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, Miss Sesay 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 Miss Sesay. The NMC will write to Miss Sesay when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Sesay in writing.

That concludes this determination.