

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 12 October 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Miss Sophia Sebadduka</b>	
<b>NMC PIN</b>	06C1253E	
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) - 25 March 2010	
<b>Relevant Location:</b>	Camden	
<b>Panel members:</b>	Ingrid Lee	(Chair, Lay member)
	Debbie Holroyd	(Registrant member)
	Dee Rogers	(Lay member)
<b>Legal Assessor:</b>	Michael Levy	
<b>Hearings Coordinator:</b>	Dilay Bekteshi	
<b>Nursing and Midwifery Council:</b>	Represented by Francesca Perera, Case Presenter	
<b>Miss Sebadduka:</b>	Not present nor represented 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 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 restrict your nursing practice to Royal Free London NHS Foundation Trust and you must not undertake any agency work.
2. You must not be the nurse in charge.
3. When working as a registered nurse you must ensure that you are indirectly supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as another registered nurse.
4. You must meet with your line manager, mentor or supervisor or their deputy on a monthly basis to discuss:
  - Your clinical performance and progress
  - Working cooperatively with colleagues
  - Communication with patients and colleagues
  - Effective teamworking

And your compliance with these conditions.

5. Prior to the next review you must provide a written report from your line manager, mentor or supervisor or their nominated deputy dealing specifically with the following:
  - Your clinical performance and progress

- Working cooperatively with colleagues
- Communication with patients and colleagues
- Effective teamworking

And your compliance with these conditions.

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.

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 current or future employer.
- b. Any educational establishment.
- c. c. Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Miss Sebadduka'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 Sebadduka 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. Miss Sebadduka's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Sebadduka. The NMC will write to Miss Sebadduka when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Sebadduka in writing.

That concludes this determination.