

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

**Interim Order Review Hearing
Thursday, 4 April 2024**

Virtual Hearing

Name of Registrant:	Charlotte Matumaini Basedeke
NMC PIN	20G0635E
Part(s) of the register:	Registered Nurse – Adult RNA – March 2023
Relevant Location:	Cambridgeshire
Panel members:	Tracy Stephenson (Chair, lay member) Tracey Chamberlain (Registrant member) Alyson Young (Lay member)
Legal Assessor:	Gillian Hawken
Hearings Coordinator:	Khatra Ibrahim
Nursing and Midwifery Council:	Represented by Ms Khan, Case Presenter
Miss Basedeke:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (15 months)
Outcome of review:	Interim conditions of practice order confirmed

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 restrict your employment to one substantive employer which must not be an agency. You must restrict any bank work to working on the same ward on which you are substantively employed.
2. You must ensure that you are supervised at any time you are working. The supervision must consist of indirect supervision, namely working at all times on the same shift as, but not always directly observed by, a registered nurse.
3. You must meet monthly with your line manager, mentor or supervisor to discuss your professional conduct and performance with particular reference to dealing with challenging situations.
4. Prior to any review of this interim order, you must provide a report to the NMC from your line manager, mentor or supervisor, commenting on your conduct and performance with particular reference to dealing with challenging situations.
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 Miss Basedeke'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 Basedeke 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.

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

This will be confirmed to Miss Basedeke in writing.

That concludes this determination.