

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 17 April 2024**

Virtual Hearing

<b>Name of You:</b>	<b>Mollie Nabitaka</b>
<b>NMC PIN</b>	21H2502E
<b>Part(s) of the register:</b>	Registered Nurse - Adult RNA March 2022
<b>Relevant Location:</b>	Bedford
<b>Panel members:</b>	Ingrid Lee (Chair, Lay member) Nicola Harvey (Registrant member) Niall McDermott (Lay member)
<b>Legal Assessor:</b>	Dr Marian Gilmore KC
<b>Hearings Coordinator:</b>	Eidvile Banionyte
<b>Nursing and Midwifery Council:</b>	Represented by Uzma Khan, Case Presenter
<b>Miss Nabitaka:</b>	Present and represented by Ms Neomi Bennett of Equality 4 Black Nurses
<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 employment as a registered nurse to one substantive employer (not an agency), who will provide you with formal preceptorship program or equivalent.
2. You must send evidence that you have successfully completed your preceptorship program to the NMC within 14 days of doing so.
3. You must meet with your line manager, mentor or supervisor, as required by your preceptorship program, to discuss your performance and progress in relation to your preceptorship program.
4. You must provide a report from your line manager, mentor or supervisor, commenting on your performance in relation to your preceptorship program.  
A copy of the report must be provided to the NMC before every review hearing.
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 your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.