

**Nursing and Midwifery Council**  
**Investigating Committee**

**Interim Order Review Hearing**  
**Thursday, 29 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Josephine Alabanza	
<b>NMC PIN</b>	21J0298O	
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) 06 October 2021	
<b>Relevant Location:</b>	England	
<b>Panel members:</b>	Maureen Gunn	(Chair, registrant member)
	Judith Francois	(Registrant member)
	Nicola Bowes	(Lay member)
<b>Legal Assessor:</b>	Fiona Barnett	
<b>Hearings Coordinator:</b>	Monowara Begum	
<b>Nursing and Midwifery Council:</b>	Represented by Ed Carey, Case Presenter	
<b>Ms Alabanza:</b>	Not Present and not 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 confirmed</b>	

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the confirmation 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 restrict your nursing practice to a single employer. If this is an agency you should only accept a single placement of at least three months duration.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of:
  - Working at all times on the same shift as, but not always directly observed by another registered nurse.
  - Monthly meetings with your supervisor to discuss medicine management and administration, communication and escalating concerns.
4. You must not administer medication unsupervised until you have been assessed as competent by any new employer. Evidence of such successful completion should be sent to your NMC case officer.
5. Prior to any review hearing, you must send to your NMC case officer, a report from your line manager, supervisor or mentor, commenting on your compliance with this order, medication management and administration, and communication and escalation of concerns.

6. 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.
7. 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.
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.
  - 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.
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.'

The panel decided to confirm the current interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Ms Alabanza'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, Ms Alabanza 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. Ms Alabanza'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 Ms Alabanza. The NMC will write to Ms Alabanza when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Alabanza in writing.

That concludes this determination.