

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 28 February 2024**

Virtual Hearing

Name of Registrant:	Irene Onyana Sedisa
NMC PIN	05H00410
Part(s) of the register:	Registered Nurse (Sub Part 1) Adult Nursing - Level 1 - 02 August 2005
Relevant Location:	East Dunbartonshire
Panel members:	Christopher Taylor (Chair, Registrant member) Helen Hughes (Registrant member) Matthew Burton (Lay member)
Legal Assessor:	Monica Daley
Hearings Coordinator:	Eleanor Wills
Nursing and Midwifery Council:	Represented by Simran Ghotra, Case Presenter
Miss Sedisa:	Present and represented by Tom Docherty, instructed by Anderson Strathern
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 practice to a single substantive employer, which must not be an agency.
2. You must ensure that you are supervised by another Registered Nurse at 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.
3. You must work with your line manager/supervisor/mentor to create a personal development plan (PDP). Your PDP must address the concerns about escalating deteriorating patients and record keeping. You must:
 - Send your NMC case officer a copy of your PDP within 14 days of commencing employment.
 - Send your NMC case officer a report from your line manager/supervisor/mentor prior to any NMC hearing. This report must show your progress towards achieving the aims set out in your PDP and comment on your general conduct and performance in the workplace.

4. You must engage with your line manager/supervisor/mentor on a frequent basis to ensure that you are making progress towards aims set in your personal development plan (PDP), which include:
 - Meeting with your line manager/supervisor/mentor every fortnight to discuss your progress towards achieving the aims set out in your PDP, as well as your general conduct and performance in the workplace.

5. You must keep a reflective practice profile. The profile will:
 - Detail every case where you undertake or assist with managing a deteriorating patient
 - Set out the nature of the care given.
 - Be signed by your line manager/supervisor/mentor each time.
 - Contain feedback from your line manager/supervisor/mentor on how you gave the care.

You must send your NMC case officer a copy of the profile prior to any NMC hearing.

6. You must undertake a recognised duty of candour training course prior to the next NMC hearing. You must send to your NMC case officer evidence of successful completion of the course within seven days of completion.

7. 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.

8. 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.

9. 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.

10. 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) 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.