

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 24 January 2024**

Virtual Hearing

Name of Registrant:	Daniel Afful
NMC PIN:	22A1856O
Part(s) of the register:	Registered Nurse Adult – RNA
Relevant Location:	Gloucestershire
Panel members:	Ingrid Lee (Chair, lay member) Carole Panteli (Registrant member) Anne Brown (Lay member)
Legal Assessor:	Breige Gilmore
Hearings Coordinator:	Khatra Ibrahim
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Mr Afful:	Present and represented by Ms Maqboul, instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 nursing practice to Wingfield Hospital, Gloucestershire.
2. You must meet with your line manager/mentor/supervisor to create an action plan, which must address your performance and conduct in relation to the following:
 - a) Teamworking
 - b) Communication with colleagues
 - c) Adherence to hospital policies and protocols
 - d) Clinical performance;
 - i. Timely and accurate observations
 - ii. Documentation and record keeping
 - iii. Medication administration and management
 - iv. Recognition, and escalation of a deteriorating patient
 - v. Timely provision of patient care
 - vi. Prioritising and completing tasks assigned to you
 - vii. Infection prevention practice
3. You must be directly supervised by another registered nurse, any time that you are working until your action plan is complete, and you have been assessed and deemed competent to practice without direct

supervision. Details of your completed competency assessment must be sent to your NMC Case Officer within seven days of its completion.

4. You must meet every two weeks with your line manager/mentor/supervisor to discuss your performance and progress in relation to your action plan.
5. You must send to your NMC Case Officer prior to any review a report from your line manager, mentor or supervisor, outlining your performance and progress in relation to your action plan.
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) The Wingfield Hospital.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
9. 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.

10. 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) The Wingfield Hospital
- b) Any educational establishment.
- c) Any other person(s) involved in your retraining and/or supervision required by these conditions

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

This will be confirmed to Mr Afful in writing.

That concludes this determination.