

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 5 January 2024**

Virtual Hearing

Name of Registrant:	Nicole Toluwani Oluwaseun Fadare
NMC PIN	19B2325E
Part(s) of the register:	Registered Nurse – Childrens Nursing Sub Part 1 – (22 November 2019)
Relevant Location:	London
Panel members:	Christopher Taylor (Chair, Registrant member) Sally Glen (Registrant member) Noreen Quraishi (Lay member)
Legal Assessor:	Charles Parsley
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Miss Fadare:	Present and represented by Nadia Moynihan, Solicitor from Branch Austin McCormick LLP
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

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

The panel determined that the public remain suitably protected by the implementation of the following varied 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 limit your nursing practice to one substantive employer. This must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised at all times by a registered nurse when administering IV Therapy until assessed as competent to do so independently. Evidence of successful assessment must be sent to your NMC Case Officer within seven days of completion.
4. At all other times, when working as a registered nurse, you must ensure that you are supervised by another registered nurse. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must meet monthly with your line manager, supervisor or mentor to discuss your progress and performance with specific reference to:
 - a) Your general clinical practice,
 - b) Record-keeping,

- c) Observations,
 - d) Medication administration and management,
 - e) Time-management,
 - f) Escalating concerns.
6. Prior to any review, you must obtain and send to your NMC case officer a report from your line manager, supervisor or mentor outlining your progress and performance with specific reference to:
- a) Your general clinical practice.
 - b) Record-keeping.
 - c) Observations.
 - d) Medication administration and management.
 - e) Time-management.
 - f) Escalating concerns.
7. You must keep the NMC informed about anywhere you are working, as a registered nurse, 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 that requires a registered nursing qualification, 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 as a registered nurse.

- b) Any employers you apply to for work as a registered nurse (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 relating to nursing.
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 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. Your case officer will write to you 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 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.