

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 25 January 2024**

Virtual Hearing

Name of Registrant: Daphney Hlengiwe Mkhwanazi

NMC PIN: 01F1467O

Part(s) of the register: Registered Nurse - RN1
Adult Nursing - June 2001

Relevant Location: Northern Ireland

Panel members: Jill Wells (Chair, lay member)
Lynn Bayes (Registrant member)
Sarah Hamilton (Lay member)

Legal Assessor: Andrew Reid

Hearings Coordinator: Monowara Begum

Nursing and Midwifery Council: Represented by Grace Khaile, Case Presenter

Mrs Mkhwanazi: Present and represented by Joanne Agbitor,
instructed by Unison

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 employment to one single substantive employer, this may be a single agency, and any placement must be at least for a period of three months.
2. You must not be the sole nurse in charge of any shift.
3. You must ensure that you are supervised anytime you are managing or administering medication. Your supervision must consist of being directly observed by a registered nurse.
4. You must meet with your line manager/mentor/supervisor at least once a month to discuss your medicine management and administration and professional accountability.
5. You must send the NMC a report seven days in advance of the next NMC hearing or meeting from your line manager/mentor/supervisor.
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.
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) 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 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.