

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 29 February 2024
Friday, 8 March 2024**

Virtual Hearing

Name of Registrant:	Kwabena Ntow
NMC PIN	2112244E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 22 December 2021
Relevant Location:	Portsmouth
Panel members:	Christopher Taylor (Chair, registrant member) Sally Glen (Registrant member) Tasneem Dhanji (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Brenda Eze
Nursing and Midwifery Council:	Represented by Suren Agarwala, Case Presenter 29 February 2024; Laura Holgate 8 March 2024
Mr Ntow:	Present and represented by Major Annabel Newey
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 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 the British Army or any hospital to which the British Army deploy you.
2. You must ensure that you are supervised by a senior military 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 a senior military nurse.
3. You must meet with your line manager, supervisor or senior military nurse fortnightly to discuss:
 - a) Maintaining professional boundaries
 - b) [PRIVATE]
4. You must send your NMC Case Officer a report from your senior military nurse before any review hearing. This report must comment upon your conduct and performance, with particular regard to:
 - a) Maintaining professional boundaries
 - b) [PRIVATE]
5. 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) Informing your case officer when you are deployed to a clinical area and every time you are redeployed
 - c) Giving your case officer your employer's contact details.
6. 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.
7. You must immediately give a copy of these conditions to:
- a) Your Commanding Officer in the British Army.
 - b) Any clinical area to which you are deployed by the British Army (before you commence the deployment).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
8. 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.
9. 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 British Army or any health care setting to which you are deployed as a registered nurse.
 - 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.