

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 13 August 2025**

Virtual Hearing

Name of Registrant:	Michael Duncan Bhebhe
NMC PIN:	21K0763E
Part(s) of the register:	Registered Nurse Adult – RNA – September 2022
Relevant Location:	Leeds
Panel members:	Godfried Attafua (Chair, registrant member) Helen Hughes (Registrant member) Sophie Hutchinson (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Amira Ahmed
Nursing and Midwifery Council:	Represented by Benjamin D’Alton, Case Presenter
Mr Bhebhe:	Present and represented by Anna Deery, instructed by 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.

‘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 restrict your nursing practice to one substantive employer. You must not undertake agency or bank work.
2. You must not be the nurse in charge of any shift.
3. You must be directly supervised any time you are involved in medication administration and management until you have been assessed and deemed competent by your line manager or supervisor. You must send a copy of this assessment to your NMC case officer within seven days of completion.
4. You must ensure that you are supervised 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 registered nurse.
5. You must meet with your line manager, supervisor, or nominated mentor to discuss your progress under your Personal Development Plan (PDP) in the following areas:
 - Risk assessment and management
 - Core Communication Skills (safe and effective handovers)
 - Medication administration and management
 - Escalation of deteriorating patients

6. You must obtain and send a report to your NMC case officer. from your line manager, supervisor, or nominated mentor prior to any review hearing. This report must comment on your progress towards the areas identified in your PDP.
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 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.