

Nursing and Midwifery Council
Investigating Committee

New Interim Order Hearing
Tuesday, 19 August 2025

Virtual Hearing

Name of Registrant:	Isata Dukulay
NMC PIN:	24I5278E
Part(s) of the register:	Registered Midwife RM – November 2024
Relevant Location:	Hertfordshire
Panel members:	Judith Ebbrell (Chair, registrant member) Elizabeth Williamson (Registrant member) Wendy West (Lay member)
Legal Assessor:	Charlene Bernard
Hearings Coordinator:	Fabbiha Ahmed
Nursing and Midwifery Council:	Represented by Megan Verity, Case Presenter
Ms Dukulay:	Present and unrepresented
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 practice to one substantive employer. This must not be an agency. You must not undertake any bank work.
2. You must be directly supervised at any time you are working by another registered midwife until you have been formally assessed and deemed to be competent by another registered midwife in the following areas:
 - (a) Documentation
 - (b) Medicines Management
 - (c) CTG interpretation
 - (d) Perineal examination and assessment
 - (e) Clinical observation ranges
 - (f) Induction of labour
 - (g) Fetal monitoring
 - (h) Patient discharge
 - (i) Postnatal care knowledge
 - (j) Intrapartum care knowledge

3. With your line manager or supervisor, you must create and complete a clinical skills attainment plan in the following areas:
 - (a) Documentation
 - (b) Medicines Management
 - (c) CTG interpretation
 - (d) Perineal examination and assessment
 - (e) Clinical observation ranges
 - (f) Induction of labour
 - (g) Fetal monitoring
 - (h) Patient discharge
 - (i) Postnatal care knowledge
 - (j) Intrapartum care knowledge
4. You must meet with your line manager or supervisor monthly to discuss your progress against your clinical skills attainment plan
5. You must provide a report to the NMC from your line manager or supervisor outlining your progress against your clinical skills attainment plan before any review hearing
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 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.
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.