

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday, 5 December 2025**

**Virtual Hearing**

<b>Name of Registrant:</b>	Taolo Koongale
<b>NMC PIN</b>	24H1149O
<b>Part(s) of the register:</b>	Registered Nurse – Adult Nursing RNA – (16 August 2024)
<b>Relevant Location:</b>	North Lanarkshire
<b>Panel members:</b>	Christopher Taylor (Chair, Registrant member) Darren Rice (Lay member) Sophie Hutchinson (Lay member)
<b>Legal Assessor:</b>	Brett Wilson
<b>Hearings Coordinator:</b>	Nicola Nicolaou
<b>Nursing and Midwifery Council:</b>	Represented by Nicola Kay, Case Presenter
<b>Miss Koongale:</b>	Present and represented by Ciaran Roddy, instructed by the Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **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 can work for an agency, however, any placement must be for a minimum period of three months.
2. You must work with your line manager, mentor, or supervisor to create a Personal Development Plan (PDP). Your PDP must address the following concerns:
  - a) recognising and responding appropriately to deteriorating patients
  - b) record keeping

You must send your Nursing and Midwifery Council (NMC) Case Officer a copy of your PDP within seven days of it being created.

3. You must meet monthly with your line manager, mentor, or supervisor to discuss your progress towards achieving the aims set out in your PDP
4. You must send your NMC Case Officer a report from your line manager, mentor, or supervisor prior to any review hearing or

meeting. This report must show your progress towards achieving the aims set out in your PDP

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) Giving your case officer your employer's contact details.
6. 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).
7. You must tell your case officer, within seven days of you becoming aware of:
  - a) Any clinical incident you are involved in.
  - b) Any investigation started against you.
  - c) Any disciplinary proceedings taken against you.
8. You must allow your case officer to share, as necessary, details about your performance, compliance with and / or progress under these conditions with:
  - a) Any current or future employer.
  - b) 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.