

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 31 July 2025**

Virtual Hearing

Name of Registrant:	Betty Nana Kumenda
NMC PIN:	24H2223E
Part(s) of the register:	Registered Nurse Adult – RNA – September 2024
Relevant Location:	Staffordshire
Panel members:	Katriona Crawley (Chair, Lay member) Sue Gwyn (Registrant member) David Brown (Lay member)
Legal Assessor:	Breige Gilmore
Hearings Coordinator:	Petra Bernard
Nursing and Midwifery Council:	Represented by Michael Smalley, Case Presenter
Miss Kumenda:	Present and represented by Benjamin Ihegboro, of Chris Solicitors
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 only work for a single substantive employer which must not be an agency or Bank.
2. You must ensure that you are supervised by another registered 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 registered nurse.
3. You must be directly supervised in the administration and management of medication until signed off as competent by a workplace line manager or supervisor who is a registered nurse.
4. You must notify the NMC within 7 days of you being deemed competent in the administration and management of medication.
5. You must have weekly meetings with your line manager, mentor or supervisor to discuss:
 - a) Medication administration
 - b) Documenting and/or escalating patient safety concerns
 - c) Patient assessments
 - d) Record keeping/documentation
 - e) Duty of candour and professional boundaries.

6. Prior to any review hearing you must obtain from your line manager, mentor or supervisor a report detailing the weekly meetings that you have had as set out in condition 5. This report should be submitted to the NMC.
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 Nursing and Midwifery Council (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 a 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.