

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 5 June 2025**

Virtual Hearing

Name of Registrant:	Kopano Batlang
NMC PIN	24A0099W
Part(s) of the register:	Registered Nurse – RNMH, Mental Health Nurse (April 2024)
Relevant Location:	Swansea
Panel members:	Neil Calvert (Chair, lay member) Lynn Bayes (Registrant member) John Anderson (Lay member)
Legal Assessor:	Charles Conway
Hearings Coordinator:	Franchessca Nyame
Nursing and Midwifery Council:	Represented by Neair Maqboul, Case Presenter
Mr Batlang:	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.

It 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 restrict your nursing practice to one substantive employer which must not be an agency or bank.
2. You must not be the sole nurse on shift at any time, or the nurse in charge on any shift.
3. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times while being directly observed by a registered nurse until signed off as competent in each and every one of the following areas:
 - Medication management and administration
 - Communication with patients and colleagues, especially regarding patient handover
 - Patient assessment
 - Record keeping

Once signed off as competent in each and every one of the areas listed above, you must remain supervised. This supervision must

consist of working at all times on the same shift as, but not always directly observed by a registered nurse.

4. You must meet with your line manager or supervisor (who must be a registered nurse of Band 6 or above, or equivalent) every week to discuss your:
 - Medication management and administration
 - Communication with patients and colleagues, especially regarding patient handover
 - Patient assessment
 - Record keeping
5. You must obtain a report from your line manager or supervisor (who must be a registered nurse of Band 6 or above, or equivalent) seven days in advance of any NMC review commenting on your:
 - Medication management and administration
 - Communication with patients and colleagues, especially regarding patient handover
 - Patient assessment
 - Record keeping
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 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.
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) 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 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 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.