

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 13 May 2025**

Virtual Hearing

Name of Registrant:	Patricia Aderonke Balade
NMC PIN	00K1622O
Part(s) of the register:	Registered Nurse – Adult Nursing RNA – (1 December 2000)
Relevant Location:	Sidcup
Panel members:	Judith Ebbrell (Chair, Registrant member) Palbinder Thandi (Lay member) Wendy West (Lay member)
Legal Assessor:	Oliver Wise
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Alex Granville, Case Presenter
Mrs Balade:	Present and not represented at the hearing
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 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 nursing practice to one substantive employer.
This must not be an agency or bank work.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are indirectly 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.
4. You must not administer medication without direct supervision by another registered nurse until you have been assessed and signed off as competent to do so independently by another registered nurse. A copy of your completed assessment must be sent to your Nursing and Midwifery Council (NMC) case officer within seven days of completion.
5. You must meet monthly with your line manager, or supervisor to discuss:
 - Medication management and administration
 - Escalating deteriorating patients
 - Tissue viability

- Record keeping and communication.
6. You must send the NMC a report prior to any review hearing or meeting from your line manager, or supervisor regarding:
 - Medication management and administration
 - Escalating deteriorating patients
 - Tissue viability
 - Record keeping and communication.
 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 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 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.
 10. 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 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.