

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 21 November 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:	Katriona Crawley (Chair, Lay member) Lynn Bayes (Registrant member) Noreen Quraishi (Lay member)
Legal Assessor:	Robin Ince
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by Beverley Da Costa, Case Presenter
Mr Batlang:	Not present and unrepresented at this hearing.
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

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 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 still remain indirectly supervised in those areas. This indirect 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

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Batlang's 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, Mr Batlang 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mr Batlang's case officer will write to him about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Batlang. The NMC will write to Mr Batlang when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Batlang in writing.

That concludes this determination.