

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Monday, 6 October 2025**

Virtual Hearing

Name of Registrant:	Mollie Nabitaka
NMC PIN:	21H2502E
Part(s) of the register:	Registered Nurse - Adult RNA March 2022
Relevant Location:	Bedford
Panel members:	Richard Youds (Chair, Lay member) Gary Trundell (Lay member) Janet Williams (Registrant member)
Legal Assessor:	Marian Killen
Hearings Coordinator:	Margia Patwary
Nursing and Midwifery Council:	Represented by Stephen Page, Case Presenter
Miss Nabitaka:	Present and represented at the hearing by Nurse Neomi Bennett from Equality 4 Black Nurses (E4BN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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 limit your employment as a registered nurse to one substantive employer (not an agency), who will provide you with formal preceptorship program or equivalent.
2. You must send evidence that you have successfully completed your preceptorship program to the NMC within 14 days of doing so.
3. You must meet with your line manager, mentor, or supervisor, as required by your preceptorship program, to discuss your performance and progress in relation to your preceptorship program.
4. You must provide a report from your line manager, mentor, or supervisor, commenting on your performance in relation to your preceptorship program. A copy of the report must be provided to the NMC before every review hearing.
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 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.
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 educational establishment.
 - c) 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 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.