

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 3 September 2025**

Virtual Hearing

Name of Registrant:	Kumba Natasha Banya
NMC PIN:	88Y1312E
Part(s) of the register:	Registered Nurse Adult – RN1 – September 1991 Neuromedical and Neurosurgical Nursing P148 – April 1993 General Intensive Care Nursing P100 – March 1998 Nurse Independent/ Supplementary Prescriber V300 – September 2008
Relevant Location:	London
Panel members:	Sarah Hamilton (Chair, Lay member) Kathryn Evans (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	Graeme Sampson
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by Anna Rubbi, Case Presenter
Ms Banya:	Present and represented by Anna Deery, instructed by Royal College of Nursing (RCN)
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.

As such it 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 work for one substantive employer, which must not be an agency or bank work.
2. You must not undertake any clinical care to individual patients, whether directly or indirectly.
3. You must not prescribe any medication or request X-rays.
4. You must be indirectly supervised by another nurse or senior healthcare practitioner whenever you are working. This means working in the same shift as, but not always directly observed by, another nurse or senior healthcare practitioner.
5. You must have weekly meetings with your line manager or supervisor to review your work. The focus of the supervision and review must be on
 - Your record keeping
 - Your professional communication

- Working within your scope of practice
6. Prior to any review by the NMC, you must provide a report from your line manager or supervisor addressing:
- Your record keeping
 - Your professional communication
 - Working within your scope of the practice
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

The panel decided to make this interim order for a period of 18 months as the NMC's investigation is at an early stage.

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.