

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 22 September 2025**

Virtual Hearing

Name of Registrant:	Kabonesa Yuniah Biira
NMC PIN	23H1717O
Part(s) of the register:	Registered Nurse – Adult Nursing RNA – (19 August 2023)
Relevant Location:	Derby
Panel members:	Palbinder Thandi (Chair, Lay member) Jane Hughes (Registrant member) Howard Millington (Lay member)
Legal Assessor:	Emma Boothroyd
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Eleanor Gwilym, Case Presenter
Ms Biira:	Not 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, namely, Derby Teaching Hospital NHS Foundation Trust.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by another registered nurse any time you are working until you have been assessed as achieving the objectives set out in your performance improvement plan. Evidence of the completion of the performance improvement plan must be sent to the Nursing and Midwifery Council (NMC) within seven days of completion. Following completion, you may be indirectly supervised.
4. You must not be involved in the administration or management of medication until you have been assessed as competent to do so by another registered nurse. You must provide evidence of this competency to the NMC within seven days of completion.

5. You must meet fortnightly with your line manager or supervisor to discuss:
 - Medication management and administration
 - 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
 - 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 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) Derby Teaching Hospital NHS Foundation Trust.
 - b) 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 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.
11. You must allow your case officer to share, as necessary, details about your performance, compliance with and / or progress under these conditions with:
- a) Derby Teaching Hospital NHS Foundation Trust.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Ms Biira'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, Ms Biira 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 Ms Biira. The NMC will write to Ms Biira when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Biira in writing.

That concludes this determination.