

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 15 January 2026**

Virtual Hearing

Name of Registrant:	Nokuthula Dhlamini
NMC PIN	08A1629E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – November 2008
Relevant Location:	Leeds
Panel members:	Sarah Hamilton (Chair, lay member) Winfilda Ngoshi (Registrant member) Michaela Higgins (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Rim Zambour
Nursing and Midwifery Council:	Represented by Mary Kyriacou, Case Presenter
Miss Dhlamini:	Present and represented by Hannah Kinney, instructed by Royal College of Nursing (RCN)
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 decided to confirm the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the implementation of the following conditions:

‘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 a single substantive employer. This must not be as an agency or bank nurse.
2. You must not work on any night shift.
3. You must not be the nurse in charge of any shift or the sole nurse on duty.
4. You must ensure that you are indirectly supervised by another registered nurse any time you are working. This supervision means working at all times on the same shift as, but not always directly observed by, another registered nurse.
5. You must meet with your line manager or supervisor on a monthly basis to discuss the following:
 - Record keeping
 - Safeguarding patients
 - Following protocols
6. Prior to any review hearing, you must send to your NMC case officer a report from your line manager or supervisor, commenting on your:
 - Record keeping

- Safeguarding patients
- Following protocols

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 NMC 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 NMC 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.

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, 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. Your case officer will write to you 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 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.