

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 23 January 2026**

Virtual Hearing

Name of Registrant:	Khanyile Shanduka
NMC PIN:	22L1410O
Part(s) of the register:	Registered Midwife Midwifery – RM – December 2022
Relevant Location:	Bedford
Panel members:	Jill Robinson (Chair, registrant member) Louise Geldart (Lay member) Simon Shevlin (Lay member)
Legal Assessor:	Michael Hosford-Tanner
Hearings Coordinator:	Ifeoma Okere
Nursing and Midwifery Council:	Represented by Naa-Adjeley Barnor, Case Presenter
Mrs Shanduka:	Present and represented by Zahra Ahmed, counsel instructed by Thompsons Solicitors
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 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 midwifery practice to one substantive employer, which must not be an agency, bank, or locum role.
2. You must not work as a midwife unless you are directly supervised at all times by a registered midwife of Band 6 or above. Direct supervision means working at all times while being observed by your supervisor.
3. You must meet with your supervisor at least weekly to review your progress in your clinical practice, your compliance with these conditions, and to identify any further support or development needs.
4. You must obtain a report from your supervisor or line manager prior to any review hearing, commenting on:
 - a. your compliance with these conditions;
 - b. your progress in clinical practice; and any concerns regarding patient safety.
 - c. You must provide this report to your NMC case officer no later than seven days before the 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.

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.

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.