

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

**Interim Order Review Hearing
Friday 19 June 2026**

Virtual Hearing

Name of Registrant:	Betty Nana Kumenda
NMC PIN:	24H2223E
Part(s) of the register:	Registered Nurse Adult – RNA – September 2024
Relevant Location:	Staffordshire
Panel members:	Geraldine O’Hare (Chair, lay member) Alan McCrum (Lay member) Corinne Foy (Registrant member)
Legal Assessor:	Neil Fielding
Hearings Coordinator:	Shela Begum
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Miss Kumenda:	Not present and unrepresented
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 only work for a single substantive employer which must not be an agency or Bank.
2. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
3. You must be directly supervised in the administration and management of medication until signed off as competent by a workplace line manager or supervisor who is a registered nurse.
4. You must notify the NMC within 7 days of you being deemed competent in the administration and management of medication.
5. You must have weekly meetings with your line manager, mentor or supervisor to discuss:
 - a) Medication administration
 - b) Documenting and/or escalating patient safety concerns
 - c) Patient assessments
 - d) Record keeping/documentation
 - e) Duty of candour and professional boundaries.

6. Prior to any review hearing you must obtain from your line manager, mentor or supervisor a report detailing the weekly meetings that you have had as set out in condition 5. This report should be submitted to the NMC.

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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Kumenda'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, Miss Kumenda 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 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. Miss Kumenda's case officer will write to her about this in due course.

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

This will be confirmed to Miss Kumenda in writing.

That concludes this determination.