

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 18 March 2026**

Virtual Meeting

Name of Registrant:	Sarah Kavuma
NMC PIN:	20L0454E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – RNA – 5 February 2021
Relevant Location:	Medway
Panel members:	Godfried Attafua (Chair, Registrant member) Eleanor Harding (Lay member) Karen McCutcheon (Registrant member)
Hearings Coordinator:	Abigail Addai
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 continuation and confirmation 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 limit your nursing practice to one employer. This can be a single agency, with a placement being for a minimum of three months in the same unit or ward.
2. You must not be the nurse in charge of any unit, ward or shift.
3. You must only undertake medication management and administration when directly supervised by another nurse for a minimum of 10 shifts.

After this, you must remain under direct supervision when administering medication until you are formally assessed as competent by another registered nurse.

A copy of the satisfactory medication competency assessment must be sent to the NMC when completed.

4. You must have meetings with your line manager, mentor or supervisor fortnightly to discuss your general performance as a nurse, with particular regard to:
 - a) Medication management;
 - b) Working cooperatively with others; and

- c) Escalating concerns.
5. You must provide a report from your line manager, mentor or supervisor prior to the next review. This report must include reference to your general performance, as well as:
- a) Medication management;
 - b) Working cooperatively with others; and
 - c) Escalating concerns.
6. 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.
7. 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.
8. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

9. 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.

10. 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 Mrs Kavuma's case has already been concluded or there has been a material change of circumstances, a panel will review the interim suspension order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim suspension order at this meeting and Mrs Kavuma will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Kavuma will be invited to attend in person, send a representative on Mrs Kavuma's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim suspension order or it may replace it with an interim conditions of practice order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Kavuma. The NMC will write to Mrs Kavuma when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Kavuma in writing.

That concludes this determination.