Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Monday 2 November 2026

Virtual Hearing

Name of Registrant:	Sibongile Masiko
NMC PIN:	24I4324E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 25 September 2024
Relevant Location:	Sheffield
Panel members:	Michael McCulley (Chair, lay member) Jane Hughes (Registrant member) Leon Jacobs (Lay member)
Legal Assessor:	Richard Tyson
Hearings Coordinator:	Rene Aktar
Nursing and Midwifery Council:	Represented by Lucy Bleichroeder, Case Presenter
Miss Masiko:	Present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	**Interim conditions of practice order varied**

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

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 only work for one substantive employer, which must not be Bank work or via an Agency, but could include a preceptorship position.

2. You must not be the registered nurse in charge, or the sole nurse on duty, on any shift.

3. You must not manage or administer medication, unless directly supervised by another registered nurse until you are formally assessed and signed off as competent to do so. A certificate must be sent to the NMC within 7 days of being signed off.

4. At all other times you must be indirectly supervised whenever you are working. This supervision must involve being on shift at the same time as another registered nurse.

5. You must, at least every two weeks, meet with your supervisor, line manager, or mentor. In these meetings, you should discuss your progress and training needs in the following areas:
   - Medicines management and administration
   - Time management
   - Recognising a deteriorating patient
   - Quality of your handovers

6. You must provide a report from your line manager, supervisor, or mentor to the NMC in advance of any future review hearing or meeting commenting on your progress in:
    - Medicines management and administration
    - Time management
    - Recognising a deteriorating patient
    - Quality of your handovers

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 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.