

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Tuesday, 1 September 2026**

Virtual Meeting

Name of Registrant:	Sibongile Masiko
NMC PIN:	24I4324E
Part(s) of the register:	Registered Nurse – Adult (September 2024)
Relevant Location:	Sheffield
Panel members:	Michael Lupson (Chair, Lay member) Yvonne Thomson (Registrant member) Elaine Weinbren (Lay member)
Hearings Coordinator:	Salima Begum
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.

As such, it has determined that the continuation of the following conditions is necessary and proportionate:

‘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.
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 a registered nurse of Band 6 or above.
5. You must, at least every two weeks, meet with your supervisor or line manager. 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 or supervisor 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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Miss Masiko will be notified of that panel's decision in writing following that meeting.

Alternatively, Miss Masiko is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Miss Masiko will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Miss Masiko must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Miss Masiko does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Miss Masiko and her representative will be invited to attend.

This decision will be confirmed to Miss Masiko in writing.

That concludes this determination.