

**Nursing and Midwifery Council  
Investigating Committee**

**Review Interim Order Hearing  
Thursday 13 October 2022**

Virtual Hearing

<b>Name of registrant:</b>	<b>Daniel Jibu</b>
<b>NMC PIN:</b>	15I0272C
<b>Part(s) of the register:</b>	Registered Nurse – Adult Nursing Effective – 10 September 2015
<b>Area of registered address:</b>	Scotland
<b>Panel members:</b>	Angela Williams (Chair member) Helen Hughes (Registrant member) Alison Fisher (Lay member)
<b>Legal Assessor:</b>	Graeme Henderson
<b>Panel Secretary:</b>	Maya Khan
<b>Nursing and Midwifery Council:</b>	Represented by Rowena Wisniewska, Case Presenter
<b>Mr Jibu:</b>	Present and not represented
<b>Interim order to be reviewed:</b>	<b>Interim conditions of practice order (18 months)</b>
<b>Interim order outcome:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

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

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 restrict your practice to a single employer which can be an agency. If an employer is agency, your agency placements must be with a single provider to ensure continuity and support.
2. You must not be the nurse in charge or the sole nurse on duty on any ward, unit or any other working environment.
3. You must not administer medication until you are assessed and declared competent to do so by another registered nurse.
4. 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.
5. You must have regular meetings with your line manager, mentor, or supervisor once a month to discuss your practice in relation to:
  - a) Medication administration and management
  - b) Record keeping
  - c) Escalation of concerns
  - d) Monitoring and observations of patients
  - e) Communication with colleagues

6. Prior to any review hearing, you must provide a report to the NMC from your line manager, mentor, or supervisor regarding your practice in relation to:
  - a) Medication administration and management
  - b) Record keeping
  - c) Escalation of concerns
  - d) Monitoring and observations of patients
  - e) Communication with colleagues
  
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 agency you apply to or are registered with for work.
  - c) Any employer 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.

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) Your line manager, mentor or supervisor
  - b) Any current or future employer
  - c) Any educational establishment
  - d) Any other person(s) involved in your retraining and/or supervision required by these conditions
  
11. 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.

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 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 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.

