

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

**Interim Order Review Hearing  
13 September 2022**

Virtual Hearing

<b>Name of registrant:</b>	<b>Phumla Irene Setlhoke</b>
<b>NMC PIN:</b>	99C2217E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – November 2002
<b>Relevant Location:</b>	Hampshire
<b>Panel members:</b>	Suzy Ashworth (Chair, Lay member) Esther Craddock (Registrant member) Richard Bayly (Lay member)
<b>Legal Assessor:</b>	Gelaga King
<b>Hearings Coordinator:</b>	Sophie Cubillo-Barsi
<b>Nursing and Midwifery Council:</b>	Represented by Mary Kyriacou, Case Presenter
<b>Phumla Irene Setlhoke:</b>	Not present. Represented by Joseph Nthini in her absence
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## **Decision and reasons on interim order**

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

The panel was of therefore of the view that the public would remain suitably protected by the varied following conditions:

1. You must limit your nursing practice to one substantive employer, which must not be an agency.
2. You must not be the sole nurse on duty or the nurse in charge at any time.
3. You must ensure that you are supervised by a registered nurse at 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 who should be a senior nurse.
4. You must meet with your line manager, mentor, or supervisor every two months to discuss your professional practice with particular reference to the following:
  - a) Your conduct and behaviour towards colleagues and patients;
  - b) Record keeping and information governance;
  - c) Adherence to protocols;
  - d) Medication management;
  - e) Professional boundaries; and
  - f) Raising and escalating operational and clinical concerns.

You must provide the NMC with a report from each of these meetings before any review of this case.

5. You must keep us informed about anywhere you are working by:
  - a) Telling your case officer within seven days of accepting any new position or role or leaving any place of employment.
  - b) Giving your case officer your employer's contact details.

6. You must keep us 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.
  
7. 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.
  
8. 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.
  
9. 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.'

This interim conditions of practice order will run for the remainder of the current interim order.

Unless Ms Setlhoke'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, Ms Setlhoke 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. Ms Setlhoke'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 Ms Setlhoke. The NMC will keep Ms Setlhoke informed of developments in relation to that issue.

This will be confirmed to Ms Setlhoke in writing.

That concludes this determination.