

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 25 August 2023**

Virtual Hearing

Name of Registrant:	Mika Geeanesswur Ramful
NMC PIN	88I1356E
Part(s) of the register:	Registered Nurse – Adult (Level 1) (December 1991)
Relevant Location:	West Sussex
Panel members:	Jill Robinson (Chair, Registrant member) Sally Pezaro (Registrant member) Matthew Burton (Lay member)
Legal Assessor:	Michael Hosford-Tanner
Hearings Coordinator:	Elizabeth Fagbo
Nursing and Midwifery Council:	Represented by Lily Belfer, Case Presenter
Mr Ramful:	Not present and not represented
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 determined that varying condition three would be appropriate and proportionate in order to maintain public protection and meet the public interest.

The panel was of the view that the public would remain suitably protected by the following varied 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 not undertake any managerial or leadership roles and you must not be the nurse in charge of any shift.
2. You must ensure that you are supervised 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, **except** when working as a clinical advisor for Practice Plus Group, when your supervision can be provided by any registered health professional acting in a line manager capacity.
3. You must develop a Personal Development Plan, with your line manager, mentor or supervisor, to address any areas of practice identified together that need to be strengthened. This must include safeguarding people, identification of patient deterioration, care planning, record keeping and escalation of concerns. You must send a copy of your Personal Development Plan to your NMC case officer prior to your next review.

4. You must obtain a report from your line manager, mentor or supervisor discussing your nursing practice and detailing your progress in the areas listed in condition 3 and send this to the NMC prior to the next review hearing.

5. 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.

6. 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.

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'

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Ramful'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, Mr Ramful 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. Mr Ramful's case officer will write to him about this in due course.

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

This will be confirmed to Mr Ramful in writing.

That concludes this determination.