

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 30 May 2023**

Virtual Hearing

|                                       |  |
|---------------------------------------|--|
| <b>Name of Registrant:</b>            | <b>Phillipe Ahimana</b>  |
| <b>NMC PIN</b>                        | 22A2529E   |
| <b>Part(s) of the register:</b>       | Registered Nurse – Sub part 1<br>Adult Nursing - February 2022   |
| <b>Relevant Location:</b>             | Bolton   |
| <b>Panel members:</b>                 | Katriona Crawley (Chair, Lay member)<br>Christopher Taylor (Registrant member)<br>David Brown (Lay member) |
| <b>Legal Assessor:</b>                | Megan Ashworth   |
| <b>Hearings Coordinator:</b>          | Stanley Udealor  |
| <b>Nursing and Midwifery Council:</b> | Represented by Unyime Davies, Case<br>Presenter  |
| <b>Mr Phillipe Ahimana:</b>           | Present and unrepresented at the hearing   |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18<br>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 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 limit your practice as a registered nurse to one substantive employer that must not be an agency.
2. You must complete a preceptorship programme, or equivalent, including in the following areas:
  - Medication administration and management
  - Communication
  - Appropriate escalation skills
  - Documentation

You must be directly supervised at all times until you have been formally assessed as competent to practice safely and independently by a senior registered nurse.

You must send evidence of successful completion of the preceptorship program within seven days of this being completed.

3. You must have fortnightly meetings with your line manager, preceptor or supervisor to discuss your clinical practice. In particular:
  - Medication administration and management
  - Communication
  - Appropriate escalation skills
  - Documentation

4. You must provide a report from your line manager, preceptor or supervisor which comments on:
  - Medication administration and management
  - Communication
  - Appropriate escalation skills
  - Documentation

You must submit this to your NMC case officer prior to any reviews.

5. You must keep us 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 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.

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.