

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

**Interim Order Review Hearing  
Monday, 29 April 2024**

Virtual Hearing

**Name of Registrant:** Nothando Shereni

**NMC PIN** 89A1287E

**Part(s) of the register:** Midwives part of the register  
RM: Midwife (29 March 1999)  
Nurses part of the register Sub part 1  
RN1: Adult Nurse, Level 1 (16 March 1992)

**Relevant Location:** London Borough of Hackney

**Panel members:** Rachel Ellis (Chair, lay member)  
Emily Davies (Registrant member)  
Matthew Wratten (Lay member)

**Legal Assessor:** Michael Bell

**Hearings Coordinator:** Samara Baboolal

**Nursing and Midwifery Council:** Represented by Ben D'Alton, Case Presenter

**Miss Shereni:** Not present and unrepresented

**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.

The panel was of the view that the public would remain suitably protected by the continuation of the following 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 limit your nursing and midwifery practice to a band 5 or equivalent nurse/midwife post and with a single employer, not an agency and not working in a self-employed capacity.
- 2) You must ensure that you are supervised by a more senior nurse or midwife any time you are working. Your supervision must consist of:
  - a) Working at all times on the same shift as, but not always directly observed by a more senior registered nurse or midwife.
- 3) You must meet not less than monthly with your line manager, mentor or supervisor to discuss your clinical performance and specifically with regard to:
  - a) Medicine management
  - b) Record management
  - c) Escalation of concerns
  - d) Communication with patients and colleagues.

- 4) You must send a report to the NMC from your line manager, mentor or supervisor, prior to any NMC hearing or meeting which details your clinical performance and specifically with regard to:
  - Medicine management
  - Record management
  - Escalation of concerns
  - Communication with patients and colleagues
  
- 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.

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

This will be confirmed to Miss Shereni in writing.

That concludes this determination.