

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 6 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Ali Bukenya</b>
<b>NMC PIN</b>	10C0527E
<b>Part(s) of the register:</b>	Registered Nurse – Mental Health RNMH – 22 March 2010
<b>Relevant Location:</b>	Manchester
<b>Panel members:</b>	Liz Maxey (Chair, Registrant member) Alister Campbell (Registrant member) Michael McCulley (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Hamizah Sukiman
<b>Nursing and Midwifery Council:</b>	Represented by Rosalind Young, Case Presenter
<b>Mr Bukenya:</b>	Present and represented by Wafa Shah, instructed by Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

As such the panel determined that the following conditions are necessary and proportionate:

'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 practice to a single, substantive employer, who can be an agency. If the employer is an agency, each placement must be for a minimum period of three months.
2. You must not be the registered nurse in charge of any shift or the sole nurse on duty.
3. You must undertake and pass a face-to-face training course addressing the management of aggression and potential aggression. This course must include an element of theory and practice.

You must send confirmation to the NMC within seven days of completing this course.

4. You must meet with your line manager, mentor or supervisor every two weeks to discuss your performance in relation to:
  - a) De-escalation of challenging behaviour;
  - b) Record keeping and accurate incident reporting;

- c) Timely and accurate completion of care plans and risk assessments;
  - d) Duty of candour;
  - e) Safeguarding; and
  - f) Effective communication and response to colleagues.
5. You must obtain and send a report from your line manager, mentor or supervisor prior to any interim order review to the NMC. This report must comment upon your performance in relation to:
- a) De-escalation of challenging behaviour;
  - b) Record keeping and accurate incident reporting;
  - c) Timely and accurate completion of care plans and risk assessments;
  - d) Duty of candour;
  - e) Safeguarding; and
  - f) Effective communication and response to colleagues.
6. 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.
7. 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.
8. 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 employers 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.
9. 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.
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) 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 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.