

**Nursing and Midwifery Council
Investigating Committee**

New Interim Order Hearing

Tuesday, 12 March 2024

Thursday, 28 March 2024

Virtual Hearing

Name of Registrant: Collis Tapiwa Mudarikwa

NMC PIN 2111236E

Part(s) of the register: Registered Nurse – Sub part 1 Adult Nursing
(Level 1) – 12 January 2022

Relevant Location: England

Panel members: Michael McCulley (Chair, Lay member)
Alister Campbell (Registrant member)
Naomi Smith (Registrant member)

Legal Assessor: Maeve Holland

Hearings Coordinator: Yasmina Di Gesualdo (12 March 2024)
Eleanor Wills (28 March 2024)

Nursing and Midwifery Council: Represented by Simeon Wallis, Case Presenter
(12 March 2024), Represented by Mohsin Malik,
Case Presenter (28 March 2024)

Mr Mudarikwa: Present and represented by Nazmeen
Imambaccus, instructed by Royal College of
Nursing (RCN)

Interim order directed: **Interim conditions of practice order
(18 months)**

Decision and reasons on interim order

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

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 nursing practice to one substantive employer. It must not be an agency.
2. You must not be the registered nurse in charge of the shift or be the only registered nurse on a shift.
3. You must only administer medication under direct supervision until you are deemed competent to do so independently by another registered nurse.
4. You must be formally assessed and signed off as competent to administer medication, verification of this must be sent to the NMC within 7 days of the sign off date.
5. You must have at least fortnightly meetings with your line manager, mentor or supervisor to discuss your clinical performance in relation to the following areas:
 - Medicine administration and management;
 - Record keeping;
 - Identifying and escalating the deteriorating patient;

6. You must provide the NMC with a report from your line manager, supervisor or mentor prior to any future review. This report must comment on your clinical performance in relation to:

- Medicine administration and management;
- Record keeping;
- Identifying and escalating the deteriorating patient;

7. [PRIVATE]

8. 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.

9. 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.

10. 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.

11. 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.

12. 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 make this interim order for a period of 18 months to allow a full investigation to take place.

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.