

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 20 July 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Wilfred Ndirangu Ngugi</b>
<b>NMC PIN</b>	04K0077E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Mental Health Nursing (Level 1) – 27 October 2004
<b>Panel members:</b>	Katriona Crawley (Chair, Lay member) Winilda Ngoshi (Registrant member) Sarah Hamilton (Lay member)
<b>Legal Assessor:</b>	Nina Ellin KC
<b>Hearings Coordinator:</b>	Samantha Aguilar
<b>Nursing and Midwifery Council:</b>	Represented by Raj Joshi, Case Presenter
<b>Mr Ngugi:</b>	Present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (12 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 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, which can be an agency.
2. You must not work in a management role in any care or nursing home setting as a registered nurse.
3. You must not undertake self-employed work as a registered nurse.
4. You must obtain a report from your line-manager which includes details of your general performance as a registered nurse before the next review hearing.
5. 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 is 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.
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 tell your case officer, within seven days of you 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, his 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 term.

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 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. Your case officer will write to you 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 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.