

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 8 January 2024**

Virtual Hearing

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| Name of Registrant: | Shupikai Mutandiro |
| NMC PIN | 20J0186E |
| Part(s) of the register: | Registered Nurse – Adult (5 May 2021) |
| Relevant Location: | Bedfordshire |
| Panel members: | Sarah Hamilton (Chair, Lay member) Elizabeth Williamson (Registrant member) Anne Brown (Lay member) |
| Legal Assessor: | Andrew Reid |
| Hearings Coordinator: | Claire Stevenson |
| Nursing and Midwifery Council: | Represented by Suren Agarwala, Case Presenter |
| Miss Mutandiro: | Present and not represented |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | Interim conditions of practice order varied |

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 nursing practice to a single substantive employer or an agency with a minimum placement of three months. This must not be in a care home or nursing home setting.
2. You must be directly supervised whilst undertaking any management and administration of medication until formally assessed as competent by another registered nurse. You must provide your Case Officer at the NMC with evidence of being signed off as competent.
3. You must ensure you are indirectly supervised any time you are working. Indirect supervision means working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must meet with your line manager, supervisor or mentor monthly to discuss your progress in relation to:
 - Medication Administration and Management
 - Care Planning
 - Undertaking Observations
 - Patient privacy and dignity

5. Prior to any review hearing, you must send the NMC a report from your line manager, supervisor or mentor in relation to the following aspects of your practice:
 - Medication Administration and Management
 - Care Planning
 - Undertaking Observations
 - Patient privacy and dignity

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 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.