

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
23 October 2020**

Virtual Hearing

Name of registrant: Dora Margaret Pasirayi

NMC PIN: 98E0136E

Part(s) of the register: Registered Nurse
Mental Health – October 2001

Area of registered address: Essex

Panel members: Michael McCulley (Chair, Lay member)
Hayley Ball (Registrant member)
Stuart Turnock (Lay member)

Legal Assessor: John Caudle

Panel Secretary: Roshani Wanigasinghe

Nursing and Midwifery Council: Represented by Zainab Mohamed, Case
Presenter

Miss Pasirayi: Present and represented by Ben Eason,
instructed by the 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.

1. *You must limit your nursing practice to one substantive employer that must not be an agency.*
2. *You must not be the nurse in charge of any shift.*
3. *You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times while being directly observed by a registered nurse of band 5 or above.*
4. *You must keep a reflective practice profile. The profile will:*
 - a) *Detail every case where you undertake or assist with physical intervention in relation to patients who present with challenging or disruptive behaviour;*
 - b) *Be signed by your supervisor each time;*
 - c) *Contain feedback from your supervisor on how you gave the care.**You must send your case officer a copy of the reflective profile prior to the next review hearing/meeting.*
5. *You must meet with your line manager on a fortnightly basis to discuss:*
 - *your conduct in the workplace;*
 - *your reporting of incidents;*
 - *your escalation of incidents;*
 - *the contents of your reflective profile.*
6. *You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance and compliance*

with these conditions, prior to the next review hearing/meeting.

7. *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.*

8. *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.*

9. *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.*
 - d) *Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity*

10. *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.*

11. *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.

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.