

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 8 March 2022**

Virtual Hearing

Name of registrant: Farayi Louisa Mutasa

NMC PIN: 20H1559E

Part(s) of the register: Registered Nurse – Effective
Adult Nursing – RNA – November 2020

Area of registered address: London

Panel members: Miriam Karp (Chair, Lay member)
Nariane Chantler (Registrant member)
Valerie Paterson (Lay member)

Legal Assessor: Penny Howe QC

Hearings Coordinator: Petra Bernard

Nursing and Midwifery Council: Represented by Sapandeep Singh Maini-
Thompson, Case Presenter

Ms Mutasa: Present and represented by Daniel Walker,
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.

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. When working you must not be the nurse in charge and/or the sole nurse on any shift.
2. You must limit your working practice to one substantive employer. This must not be an agency.
3. You must not administer medication unless you are directly supervised by another registered nurse until you are assessed as competent to do so on three separate occasions.
4. You must meet with your line manager mentor or supervisor fortnightly to discuss the standard of your clinical practice and conduct, with particular reference to:
 - Prioritisation;
 - Communication with patients and colleagues;
 - Recognition and management of deteriorating patients;
 - Medicines management; and
 - Teamwork.
5. You must obtain a report from your line manager, mentor or supervisor commenting on the standard of your clinical practice and conduct with particular reference to:

- Prioritisation;
- Communication with patients and colleagues;
- Recognition and management of deteriorating patients;
- Medicines management; and
- Teamwork.

You must send this report to your case officer prior to your next review, hearing or meeting.

6. You must keep us 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 us 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 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.
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 Ms Mutasa's 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, Ms Mutasa 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 Ms Mutasa. The NMC will write to Ms Mutasa when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Mutasa in writing.

That concludes this determination.