

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Tuesday, 05 December 2023**

Virtual Hearing

Name of Miss Hwayire:	Miss Nyarayi Hwayire
NMC PIN	07C0943E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (23 April 2007)
Relevant Location:	Buckinghamshire
Panel members:	Christine Nwaokolo (Chair, lay member) Jonathan Coombes (Registrant member) Asmita Naik (Lay member)
Legal Assessor:	Sean Hammond
Hearings Coordinator:	Eleanor Wills
Nursing and Midwifery Council:	Represented by Selena Jones, Case Presenter
Miss Hwayire:	Not Present and unrepresented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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 not manage or administer any medication until you are assessed as competent to do so by another registered nurse. As and when you are assessed as competent to manage and administer medication, you must send a copy of that assessment to your NMC case manager within 14 days of the successful assessment.
2. 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 on the same shift as, but not always directly observed by, a registered nurse.
3. You must meet with your clinical line manager, supervisor, or mentor monthly to discuss your clinical practice with particular reference to:
 - a. Medication administration and record keeping;
 - b. Communication with colleagues;
 - c. Catheter care;
 - d. General Data and Protection Regulation (GDPR) and information governance;
 - e. Dignity and compassion; and
 - f. Emergency care with regards to CPR and DNACPR procedures.
4. Prior to any review of this interim order, you must send your NMC Case Officer a report from your clinical line manager, supervisor or mentor commenting on your clinical practice with particular reference to:

- a. Medication administration and record keeping;
 - b. Communication with colleagues;
 - c. Catheter care;
 - d. General Data and Protection Regulation (GDPR) and information governance;
 - e. Dignity and compassion; and
 - f. Emergency care with regards to CPR and DNACPR procedures.
5. 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.
6. 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.
7. 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.
 - e. 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.
8. 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.

9. 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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Hwayire'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, Miss Hwayire 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Hwayire. The NMC will keep Miss Hwayire informed of developments in relation to that issue.

This will be confirmed to Miss Hwayire in writing.

That concludes this determination.