

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 24 July 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Memory Hazvinei Njanike
<b>NMC PIN</b>	18F1275E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – January 2019
<b>Panel members:</b>	Heather Moulder (Chair, Registrant member) Amy Noakes (Registrant member) Eleanor Harding (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Petra Bernard
<b>Nursing and Midwifery Council:</b>	Represented by Huda Musa, Case Presenter
<b>Mrs Njanike:</b>	Not Present and not represented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

The panel was of the view that the public would remain suitably protected by confirming the following conditions:

*'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 may only practise as a registered nurse when employed by a single substantive employer, which must not be an agency.*
2. *You must be directly supervised by another registered nurse whenever administering or managing intravenous medication until such time as you have been deemed competent after a formal assessment.*
3. *You must have monthly meetings with your clinical line manager, mentor or supervisor to discuss your performance and progress generally, but with specific reference to your medicine management and administration.*
4. *You must send a report from your clinical line manager, mentor or supervisor commenting on your performance and progress generally, but with specific reference to your medicine management and administration, prior to any NMC review hearing or meeting.*
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 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.*
  
- 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 Mrs Njanike'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, Mrs Njanike 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. Mrs Njanike's case officer will write to her 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 Mrs Njanike. The NMC will write to Mrs Njanike when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Njanike in writing.

That concludes this determination.