

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 26 August 2025**

Virtual Hearing

Name of Registrant:	Nompumelelo Maphiwa
NMC PIN:	24E2262E
Part(s) of the register:	Registered Nurse - Adult RNA – December 2024
Relevant Location:	Southend
Panel members:	Liz Maxey (Chair, Registrant member) Cherry Brennan (Registrant member) David Brown (Lay member)
Legal Assessor:	Neil Fielding
Hearings Coordinator:	Emma Norbury-Perrott
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Miss Maphiwa:	Present and unrepresented
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. You may only work for one substantive employer and this must not be an agency.
2. You must not be the registered nurse in charge or the sole nurse on duty.
3. You must only administer medications under direct supervision of a registered nurse, Band 6 (or of equivalent seniority) or above, until such time that you have been assessed as competent to do so independently.
4. You must provide the NMC with a copy of your medicines competency assessment within 7 days of passing it.
5. You must meet with your line manager, supervisor or mentor fortnightly to discuss the following in relation to medication management and administration:
 - Training needs
 - Progress towards passing your assessment
 - Documentation
 - Following organisational Policies and Procedures

6. You must provide the NMC with a report prior to any review from your line manager, supervisor or mentor commenting on the following in relation to medication management and administration:

- Training needs
- Progress towards passing your assessment
- Documentation
- Following organisational Policies and Procedures

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.

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.'

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.