

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 29 April 2026**

Virtual Hearing

Name of Registrant:	Mavis Sibanda
NMC PIN:	02J09650
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 28 October 2002
Relevant Location:	Bournemouth
Panel members:	Yvonne Wilkinson (Chair, registrant member) Karen McCutcheon (Registrant member) Julian Graville (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Stanley Udealor
Nursing and Midwifery Council:	Represented by James Holloway, Case Presenter
Miss Sibanda:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel has determined that the following varied conditions remain necessary and proportionate:

'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 limit your practice to one substantive employer. This can be an agency however, only if any placement is in a single clinical setting and location and is of no less than three-months duration.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised 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.
4. You must meet with your supervisor, mentor or line manager on a fortnightly basis, to discuss:
 - Escalation of deteriorating patients
 - Record keeping
 - Infection Control practices
 - Management of patients requiring catheterisation
 - Your general performance and conduct in the workplace
5. You must obtain a written report from your supervisor, mentor or line manager and submit this to the NMC prior to any review hearing or meeting. The written report must comment on the following:

- Escalation of deteriorating patients
 - Record keeping
 - Infection Control practices
 - Management of patients requiring catheterisation
 - Your general performance and conduct in the workplace
6. 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.
7. 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.
8. 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.
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 Sibanda'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 Sibanda 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 Sibanda. The NMC will write to Ms Sibanda when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Sibanda in writing.

That concludes this determination.