

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

**Substantive Order Review Hearing
Monday, 2 February 2026**

Virtual Hearing

Name of Registrant: Olga Hamunyari Vambe (previously known as Olga Williams)

NMC PIN: 99Y0274E

Part(s) of the register: Registered Nurse – Sub Part 1
Mental Health Nursing – (August 2002)

Nurse Independent / Supplementary Prescriber –
(September 2016)

Relevant Location: Buckingham

Type of case: Misconduct

Panel members: Christine Nwaokolo (Chair, lay member)
Harriet Fielder (Registrant member)
Mitchell Parker (Lay member)

Legal Assessor: Nigel Ingram

Hearings Coordinator: Ifeoma Okere

Nursing and Midwifery Council: Represented by Shopna Roy, Case Presenter

Miss Vambe: Present and unrepresented

Order being reviewed: Conditions of practice order (12 months)

Fitness to practise: Impaired

Outcome: **Conditions of Practice Order (12 months)**
To take effect on the expiry of the current conditions of practice order, namely at the end of 16 February 2026, in accordance with Article 30(1)(c).

Decision and reasons on application for hearing to be held in private

At the outset of the hearing, Ms Roy on behalf of the Nursing and Midwifery Council (NMC) made an application for the hearing to be held partly in private on the basis that a proper exploration of your case may involve reference to your health. The application was made pursuant to Rule 19 of the Nursing and Midwifery Council (Fitness to Practise) Rules 2004, as amended (the Rules).

You indicated that you understood the nature of the application and confirmed that you supported it.

The legal assessor reminded the panel that while Rule 19(1) provides, as a starting point, that hearings shall be conducted in public, Rule 19(3) states that the panel may hold hearings partly or wholly in private if it is satisfied that this is justified by the interests of any party or by the public interest.

Having heard that there will be reference to private matters, the panel took into account that references to your health might arise during the course of the hearing, including in response to questions from the panel. The panel recognised the importance of protecting your right to privacy in respect of sensitive personal health information, while also ensuring that the principle of open justice was upheld as far as possible.

The panel determined that it was necessary and proportionate for those parts of the hearing in which your health may be discussed to be heard in private. The panel was satisfied that holding only those parts of the hearing in private struck an appropriate balance between protecting your private life and maintaining public confidence in the regulatory process. The remainder of the hearing was therefore conducted in public.

Decision and reasons on review of the substantive order

The panel decided to confirm the current conditions of practice order.

This order will come into effect at the end of 16 February 2026 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

This is the seventh review of a substantive suspension order originally imposed by a panel of the Fitness to Practise Committee on 15 September 2020, for a period of 12 months. It was reviewed on 29 September 2021 when the panel replaced the suspension order with a conditions of practice order for a period of 18 months. It was next reviewed on 5 April 2023, when the panel imposed a further conditions of practice order for a period of 12 months. On 20 July 2023, the conditions of practice order was varied. The conditions of practice order was replaced with a suspension order for the period of six months on 11 April 2024. On 6 September 2024, the suspension order was extended for a further four months. On 6 February 2025, the panel replaced the suspension order with a conditions of practice order for a period of 12 months.

The current order is due to expire at the end of 16 February 2026.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

The charges found proved which resulted in the imposition of the substantive order were as follows:

'That you, a registered nurse,

1) Whilst working at the Kings Heath Medical Centre

a) Assessed patients inadequately on one of more of the occasions set out in Schedule 1

- b) *Diagnosed patients incorrectly/inappropriately on one of more of the occasions set out in Schedule 2*
 - c) *Prescribed medications inappropriately on one or more of the occasions set out in Schedule 3*
 - d) *Kept inadequate records relating to patient consultations on one or more of the occasions set out in Schedule 4*
- 2) *Whilst working at the Cauldwell Medical Centre*
 - a) *Assessed patients inadequately on one of more of the occasions set out in Schedule 5*
 - b) *Diagnosed patients incorrectly/inappropriately on one of more of the occasions set out in Schedule 6*
 - c) *Prescribed medications inappropriately on one or more of the occasions set out in Schedule 7*
 - d) ...
- 3) *Whilst working at the Coventry NHS Walk-In Centre you*
 - a) *Assessed patients inadequately on one of more of the occasions set out in Schedule 9*
 - b) *Diagnosed patients incorrectly/inappropriately on one of more of the occasions set out in Schedule 10*
 - c) *Prescribed medications inappropriately on one or more of the occasions set out in Schedule 11*

- d) *Kept inadequate records relating to patient consultations on one or more of the occasions set out in Schedule 12*
- 4) *Presented or allowed to be presented, a Curriculum Vitae which contained incomplete information about your education history in that you*
 - 4a) represented that you had an BSc in 'Minor Illness Management' from Bucks New University when you did not receive any credits for the module 'Minor Illness Management'*
 - 4b) represented that you had an MSc in Minor Injuries Management from Anglia Ruskin University when*
 - 4bi) there is no record of the University conferring an MSc Qualification to you and/or*
 - 4bii) ...*

- 5) *Your conduct at Charge 4 above demonstrated a lack of integrity in that it presented a misleading impression of your academic history and/or skill to prospective employers.'*

The sixth reviewing panel determined the following with regard to impairment:

'The panel considered whether your fitness to practise remains impaired.

The panel noted that the last reviewing panel found that you had insufficient insight. At this hearing, the panel determined that while your insight is developing it is far from complete. The panel noted that today you have provided evidence of reflection that explores some developing insight into your misconduct, and evidence of reading and listening to podcasts in an effort to maintain up to date knowledge of the nursing profession. However, the panel determined that your insight has not developed to a sufficient standard. The panel in particular noted the following sentences from your reflective piece:

'Unfortunately due to the NMC's reluctance to revise supervision aspect of my conditions of practice, the prospective employer [sic] decided not to proceed with the offer of employment.'

'Moving forward and based on fact proved I have learnt to accept that as a nursing professional my profession involves accepting complaints and criticism about my clinical practice. I have learnt that as nursing professional it is possible to make a human error through inappropriate or poor decision making and inadequate assessments and record keeping'

The panel was of the view that you lack a full understanding of the potential clinical harm to patients as a result of your actions. The panel determined that a much deeper level of insight into the dangers associated with your actions is expected, given the serious nature of the potential consequences of the charges found proved taking into account your position as a senior nurse and advanced nurse practitioner.

In its consideration of whether you have taken steps to maintain and strengthen your practice, the panel took into account the fact that your personal circumstances as well as the suspension order have made it difficult for you to gain employment. The panel recognised that previous panels have determined you have attempted to stay up to date with clinical practice, and that you have provided some documents today which indicate your reading and listening to podcasts. The panel determined that you have attempted to maintain some knowledge of current issues within nursing but have been unable to maintain your nursing skills.

The last reviewing panel determined that you were liable to repeat matters of the kind found proved. Today's panel has not received any information today that this has changed. While you have not been able to return to work due to a range of factors, the panel determined that there was no evidence before it to find that the risk of repetition has changed.

The panel considered NMC guidance on impairment reference DMA-1. It determined that for the reasons stated above, you cannot currently practise safely

kindly and professionally; you are still likely to put patients at unwarranted risk of harm; you are likely to bring the profession into disrepute; and you have breached fundamental tenets of nursing. However the panel did note that with sufficient training and insight, the charges found proved can be remediated.

In light of this, this panel determined that you are still liable to repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that your fitness to practise remains impaired.'

The sixth reviewing panel determined the following with regard to sanction:

'The panel considered substituting the current suspension order with a conditions of practice order. Despite the seriousness of your misconduct, there has been evidence produced to show that you have begun to develop insight. You have indicated that you wish to return to nursing and have sought advice and representation before this hearing. The panel also recognised that there had been previous personal challenges that had limited your ability to remediate your practice earlier.

The panel determined that a further suspension order would serve no useful purpose in addressing the issues identified. The panel also was of the view that it would not serve the public interest as it would prevent you from demonstrating strengthening of practice.

The panel also considered a striking off order as requested by the NMC but determined that this would be disproportionate and unduly punitive at this time taking into account your submissions to the panel today expressing your wish to complete a return to practice course and continue nursing.

The panel was satisfied that it would be possible to formulate practicable and workable conditions that, if complied with, may lead to your unrestricted return to practice and would serve to protect the public and the reputation of the profession in the meantime.

The panel decided that the public would be suitably protected as would the reputation of the profession by the implementation of the following conditions of practice:

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 nursing practice to one substantive employer.*
2. *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.*
3. *You must keep us informed about anywhere you are studying by:*
 - a) *Telling your case officer within seven days of accepting or leaving any course of study.*

- b) *Giving your case officer the name and contact details of the organisation offering that course of study.*
- 4. *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.*
- 5. *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.*
- 6. *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.*
- 7. *You will send the NMC a report seven days in advance of the next NMC hearing from your line manager if you have one, mentor or supervisor.*

8. *You must not work as an advanced practitioner until you have undertaken an accredited advanced practice course, and have completed the relevant capabilities. You must not independently diagnose, develop autonomous treatment plans for undiagnosed conditions or discharge patients until you have successfully completed such a course.*
9. *You must not prescribe until you have completed a return to practice course, a prescribing refresher course, undertaken a period of consolidated practice and been deemed as competent by a designated prescribing professional*
10. *You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:*
 - a) *Working at all times on the same shift as, but not always directly observed by, a registered nurse.*
11. *You will send your case officer evidence that you have successfully completed a Return to Practice Course.*

The period of this order is for 12 months.'

Decision and reasons on current impairment

The panel has considered carefully whether your fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the NMC considers fitness to practise to be a registrant's suitability to practise safely, kindly, and professionally. In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it, including the NMC bundle, your bundles and responses from you. It has taken account of the submissions made by Ms Roy on behalf of the NMC. She submitted that your fitness to practise remains impaired on the grounds of public protection and public interest. She reminded the panel of

the background to the case, the findings previously made in respect of clinical concerns, and the history of the substantive order and its reviews. Ms Roy submitted that, although your insight was developing, it had not yet reached a sufficient level, particularly in relation to your understanding of the potential risk of harm to patients.

Ms Roy submitted that you had not yet completed your return to practice course, noting that one outstanding case study assignment remained, with a resubmission date in March 2026. She further submitted that, while you had undertaken training courses and were currently working as a live-in carer, there was limited evidence demonstrating how this had remediated the concerns found proved or how learning had been applied in a regulated nursing context.

Ms Roy submitted that, in the absence of full remediation and completion of the return to practice course, you remained liable to repeat the concerns. She therefore invited the panel to find that your fitness to practise remains impaired and to extend the existing conditions of practice order for a further period of 12 months.

You informed the panel that you accepted, in part, the NMC's position. You acknowledged that you had not yet fully completed your return to practice course and explained that, although you had completed the taught and clinical elements, one case study assignment remained outstanding. You explained that your earlier communication to the NMC indicating completion of the course was intended to keep the regulator informed of your progress, rather than to mislead.

You asked the panel to consider the effort and progress you had made, including your engagement with the process, the training undertaken, and the testimonials provided in your bundle. You explained that you were currently working as a live-in carer and described the responsibilities of that role, including providing personal care, supporting medication management, maintaining records, and engaging with other healthcare professionals.

In response to questions from the panel, you confirmed that you had commenced your current role in November 2025. You explained that your primary goal was to return to practice as a Registered Nurse and that you did not intend to work in advanced practice or

as a nurse prescriber at this stage. You emphasised that you wished to rebuild your confidence and competence as a Registered Nurse before considering any additional qualifications, including those referred to conditions 8 and 9 of the current conditions of practice order.

When asked about the outstanding return to practice assignment, you confirmed that you had been given a resubmission date in March 2026 and explained the circumstances surrounding your previous unsuccessful attempt. You expressed confidence that you would meet the requirements on resubmission.

You also asked the panel to consider whether, if a further conditions of practice order were imposed, its duration could be reduced. Following the legal assessor's advice in open session regarding early reviews of a substantive order, you confirmed that you understood your right to apply for an early review upon completion of the return to practice course and raised no further objections.

The panel heard and accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel noted that the last reviewing panel found that you had developing insight. At this hearing, the panel was satisfied that your insight has continued to develop and that you demonstrated a significantly improved understanding of the concerns in this case.

The panel also noted that you accepted ownership and accountability for your past actions. You demonstrated an understanding that your actions had the potential to place patients at risk of harm and acknowledged how those failings undermined confidence in the nursing profession. The panel was particularly struck by your ability to refer back to the findings previously made against you and to explain how you would act differently in the future to avoid a recurrence.

When questioned about your future practice, the panel noted that you demonstrated a clear and realistic understanding that you cannot return immediately to advanced or autonomous practice. The panel considered this to represent a marked change from your position at earlier reviews and indicative of materially improved insight.

In considering whether you have taken steps to strengthen your practice, the panel took into account the reflective material you provided, the training you have undertaken, and the testimonial from your current employer in your role as a live-in carer. The panel noted that this testimonial was positive in respect of your professionalism, conduct, and approach to care. The panel also accepted your evidence that you have used this role to maintain skills relevant to working in a health and care environment, including communication, record keeping, and working within multidisciplinary teams.

The panel also took into account that you have completed the majority of your return to practice course and that only one outstanding academic component remains, with completion anticipated in March 2026. The panel recognised that you are nearing the end of this process and considered this to be a positive step towards remediation.

The last reviewing panel determined that you were liable to repeat matters of the kind found proved. Today's panel carefully considered whether that risk had been reduced. While the panel recognised your significant progress and the positive direction of travel, it determined that, as of today's date, you have not yet completed your return to practice course and have not demonstrated a period of sustained practice in a registered nursing role, in order to remediate your clinical practice relevant to the charges found proved.

In light of this, the panel determined that the risk of repetition remains at this time. The panel therefore decided that a finding of continuing impairment remains necessary on the ground of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. It determined that, notwithstanding the progress you have made and the positive trajectory identified, a fully

informed member of the public would expect a finding of impairment where remediation is not yet complete and safe nursing practice has not yet been demonstrated. The panel therefore concluded that a finding of continuing impairment is also required on public interest grounds.

For these reasons, the panel finds that your fitness to practise remains impaired.

Decision and reasons on sanction

Having found your fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

It then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where '*the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.*' The panel considered that your misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether imposing a further conditions of practice order on your registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it remains possible to address the concerns in this case by way of conditions of practice. The panel accepted that, while you have not yet been able to fully demonstrate compliance through registered nursing employment, this has been due to your current circumstances and the outstanding completion of your return to practice course. The panel noted that you have remained engaged with the NMC and have demonstrated a willingness to comply with the conditions imposed.

The panel was of the view that a further condition of practice order is sufficient to protect patients and the wider public interest. In reaching this conclusion, the panel noted that there is no evidence of general incompetence or deep-seated attitudinal problems. The panel was satisfied that the concerns in this case relate to matters of judgement that are capable of remediation and that appropriate safeguards can be maintained through conditions during the period they are in force.

The panel then considered whether a suspension order or a striking-off order would be appropriate. The panel determined that either sanction would be wholly disproportionate in the circumstances of your case. The panel took into account your developing insight, sustained engagement with the regulatory process, and the positive progress identified. The panel concluded that a more restrictive sanction would not be a reasonable or proportionate response at this stage and would not support your continued remediation.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 16 February 2026. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

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 nursing practice to one substantive employer.

2. 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.
3. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your case officer within seven days of accepting or leaving any course of study.
 - b) Giving your case officer the name and contact details of the organisation offering that course of study.
4. 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.
5. You must tell your NMC 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.
6. You must allow your NMC 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.

7. You will send the NMC a report seven days in advance of the next NMC hearing from your line manager if you have one, mentor or supervisor.
8. You must not work as an advanced practitioner until you have undertaken an accredited advanced practice course, and have completed the relevant capabilities. You must not independently diagnose, develop autonomous treatment plans for undiagnosed conditions or discharge patients until you have successfully completed such a course.
9. You must not prescribe until you have completed a return to practice course, a prescribing refresher course, undertaken a period of consolidated practice and been deemed as competent by a designated prescribing professional
10. You must ensure that you are supervised by a Registered Nurse any time you are working as a nurse. Your supervision must consist of:
 - a) Working at all times on the same shift as, but not always directly observed by, a Registered Nurse.
11. You will send your NMC case officer evidence that you have successfully completed a Return to Practice Course.

The period of this conditions of practice order is for 12 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 16 February 2026 in accordance with Article 30(1) .

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the

order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- Documentary evidence that you have successfully completed the Return to Practice course, including confirmation of the outstanding academic component and final sign-off.
- An updated reflective piece demonstrating how your insight has continued to develop, including reflection on the findings previously made against you, what you have learned since this review, and further reflection on training courses attended and how this learning would be applied in future nursing practice.
- Evidence of progress towards, or engagement in, registered nursing employment, including details of any steps taken to secure employment and, if applicable, evidence of compliance with the conditions of practice once in post.
- Testimonial or supervisory evidence, where available, commenting on your professionalism, conduct, and approach to care, particularly in a health or care setting.

This will be confirmed to you in writing.

That concludes this determination.