

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 30 July 2026**

Virtual Meeting

Name of Registrant:	Nompumelelo Maphiwa
NMC PIN:	24E2262E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 23 December 2024
Relevant Location:	Southend-on-Sea
Panel members:	Michael McCulley (Chair, lay member) Winfilda Ngoshi (Registrant member) Cheryl Hobson (Lay member)
Hearings Coordinator:	Ekaette Uwa
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.

‘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 manage and 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:
 - a. Training needs
 - b. Progress towards passing your assessment
 - c. Documentation
 - d. 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:

- a. Training needs
 - b. Progress towards passing your assessment
 - c. Documentation
 - d. 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 Ms Maphiwa's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Ms Maphiwa will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Ms Maphiwa will be invited to attend in person, send a representative on Ms Maphiwa's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it with an interim conditions of practice order.

This will be confirmed to Ms Maphiwa in writing.

That concludes this determination.