

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 13 July 2026**

Virtual Hearing

Name of Registrant:	Cocks Mgutshini
NMC PIN	99I4340E
Part(s) of the register:	Registered Nurse – Mental Health Nursing RNMH – (14 September 2002)
Relevant Location:	Birmingham
Panel members:	Mahjabeen Agha (Chair, Lay member) Aileen Cherry (Registrant member) Sally Allbeury (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Gertrude Sandy, Case Presenter
Mr Mgutshini:	Present and represented by Lauren Bohill, counsel instructed by the Royal College of Nursing (RCN)
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.

The panel was of the view that the public would remain suitably protected by the continuation of 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 must limit your nursing practice to a single employer. This must not be an agency.
2. You must not work in the same physical environment as service users/patients unless you are directly supervised by another registered nurse.
3. When working in the same physical environment as service users/patients, you must meet fortnightly with your line manager or supervisor to discuss:
 - a) Manual handling
 - b) De-Escalation management
 - c) Compliance with these conditions
4. If you are working in a role that does not require you to be in the same physical environment as service users/patients, you must have monthly meetings with your line manager or supervisor to discuss your compliance with these conditions and any concerns with your practice.

5. You must send your Nursing and Midwifery Council (NMC) case officer a report from your line manager or supervisor commenting on the matters referred to in Condition 3 and/or Condition 4 as appropriate, prior to any future review hearing or meeting.
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 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 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 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. Your case officer will write to you 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 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.