

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 7 July 2026**

Virtual Hearing

Name of Registrant: Tafadzwa Nyambiya

NMC PIN: 24A2144E

Part(s) of the register: Registered Nurse – Adult
RNA – September 2024

Relevant Location: Shropshire

Panel members: Angela Williams (Chair, lay member)
Suzie Adam (Registrant member)
Sally Allbeury (Lay member)

Legal Assessor: Ashraf Khan

Hearings Coordinator: Ekaette Uwa

Nursing and Midwifery Council: Represented by Sally Denholm, Case
Presenter

Mr Nyambiya: Present and represented by Justin Mazengwa

Interim order directed: **Interim conditions of practice order
(15 months)**

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 15 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 must limit your practice to a single substantive employer. You must not undertake any agency or bank work.
- 2) You must undertake a full preceptorship programme.
- 3) You must not be the sole nurse on duty and must not act as the nurse in charge of any shift.
- 4) You must be directly supervised by a registered nurse when undertaking medication administration and medication management until you have been assessed and deemed competent by your employer. Evidence of this competency must be provided to the NMC within seven days of sign-off.
- 5) You must be indirectly supervised any time you are working. Your supervision must consist of working on the same shift as but not always directly supervised by another registered nurse. Your supervision must consist of:
 - Working at all times on the same shift as, but not always directly observed by, a registered nurse.

6) You must meet fortnightly with your line manager or supervisor to discuss the following areas:

- Medication administration and management
- Prioritising workload
- Patient Care
- Record and note keeping
- Communication

7) You must send the NMC in advance of the next NMC hearing or meeting a report from your line manager, or supervisor commenting on:

- Medication administration and management
- Prioritising workload
- Patient Care
- Record and note keeping
- Communication

8) 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.

9) 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.

10) 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.
- 11) 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.
- 12) 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.