

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 24 June 2026**

Virtual Hearing

Name of Registrant: Zigwai Anna Charles

NMC PIN: 24K05710

Part(s) of the register: Registered Nurse – Adult Nurse (12 November 2024)

Relevant Location: Oxfordshire

Panel members: Mahjabeen Agha (Chair, Lay member)
Karen McCutcheon (Registrant member)
Mandy Kilpatrick (Lay member)

Legal Assessor: Ian Ashford-Thom

Hearings Coordinator: Petra Bernard

Nursing and Midwifery Council: Represented by Lucy Curran (Counsel),
Case Presenter

Mrs Charles: Present and represented by Anna Deery
(Counsel) instructed by the Royal College of
Nursing (RCN)

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

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 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 nursing practice to one single substantive employer. You must not work for an agency or undertake any bank work.
2. You must not be the sole nurse in charge of any shift.
3. You must be directly supervised any time you are administering medication or managing medication by another registered nurse until formally assessed as competent to do so. This assessment must include successful completion of a face-to-face drug calculation test. The nurse assessing your competency must be a another registered nurse.
4. You must send a copy of successful completion of medicines administration and management including a face-to-face drug calculation test to the NMC within seven days of completion.
5. You must be indirectly supervised at all other times by another registered nurse. This means working at all times on the same

shift as, but not always directly observed by another registered nurse.

6. You must meet with your line manager, mentor or supervisor every two weeks to discuss the following:
 - Medication administration and management
 - Infection control
 - Communication.

7. You must send the NMC a report from your line manager, mentor or supervisor in advance of any review commenting on your progress in relation to:
 - Medication administration and management
 - Infection control
 - 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.