

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

**Substantive Order Review Hearing
Friday, 6 March 2026**

Virtual Hearing

Name of Registrant: Cajetan Ironah Mazi

NMC PIN 10I4591E

Part(s) of the register: Registered Nurse – Sub Part 1
Adult Nursing – 17 April 2013

Relevant Location: Cornwall

Type of case: Misconduct

Panel members: Geraldine O’Hare (Chair, lay member)
Vickie Glass (Registrant member)
Alison McVitty (Lay member)

Legal Assessor: William Hoskins

Hearings Coordinator: Stanley Udealor

Nursing and Midwifery Council: Represented by Lynn Roberts, Case Presenter

Mr Mazi: Present and unrepresented at the hearing

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

Fitness to practise: Impaired

Outcome: **Conditions of practice order (6 months) to come into effect on 7 April 2026 in accordance with Article 30 (1)**

Decision and reasons on review of the substantive order

The panel decided to extend and vary the current conditions of practice order.

This order will come into effect at the end of 7 April 2026 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

This is the first review of a substantive conditions of practice order originally imposed for a period of 12 months by a Fitness to Practise Committee on 10 March 2025.

The current order is due to expire at the end of 7 April 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. *On or around 22 February 2018 in relation to Patient A*
 - a. *on one or more occasions did not recognise and/or escalate Patient A's deteriorating condition to the medical team and/or the nurse in charge*
 - b. *did not administer Patient A's intravenous infusion*
 - i. *at the prescribed rate of 2 hours and/or*
 - ii. *increase the frequency when hypotension was identified*
 - c. *did not inform the charge nurse of Patient A's condition when you went on your break*

- d. *did not undertake and/or record observations on the electronic observations 'EOBS' chart*
2. *Recorded within the electronic observations 'EOBS' chart a respiratory rate of 20 for Patient A*
3.

AND in light of the above, your fitness to practise is impaired by reason of your misconduct.'

The original panel determined the following with regard to impairment:

'.....

The panel concluded that limbs a, b and c of the Grant test are engaged in this case. The panel found that a vulnerable patient, namely Patient A, was put at an unwarranted risk of harm as a result of your actions. The panel considered that your misconduct had breached the fundamental tenets of the nursing profession, as demonstrated by the breaches of the Code, and had therefore brought its reputation into disrepute.

The panel was aware that this is a forward-looking exercise and first considered the issue of remorse. The panel recognised that you had a right to contest the allegations but concluded that, even though you accepted that the standard of care delivered to Patient A at times was unsatisfactory, throughout the hearing you sought to blame your colleagues, managers, or even the IT system, rather than accept any responsibility yourself for what had happened.

The panel went on to consider whether your misconduct was remediable and whether you have already remediated your misconduct. It considered your positive reference from your employer and your training certificates.

The panel considered that your misconduct could be remediated as there were failings in identifiable clinical areas and that this could be addressed through significant reflection, insight and training. However, the panel noted that although the training certificates you had provided addressed some of the concerns in this case, the course content listed appeared broad and untargeted to the specific identified weaknesses in your practice. It also noted that one of the certificates provided appeared to be a sample and was undated. The panel therefore concluded that the certificates were insufficient to demonstrate meaningful remediation of the concerns.

The panel further considered that the positive reference you provided from your employer was completed by someone in an administrative role and it was unclear if they were aware of the concerns in this case. Again, this reference was insufficient evidence that the concerns in this case had been remediated.

The panel noted that you have not provided further evidence, such as an in-depth reflective piece and you have not appeared to have expressed any remorse or evidenced sufficient reflection or insight, specifically into your actions, their impact on patients, your colleagues, the wider public and the reputation of the nursing profession. The panel considered your insight to be limited, as no further evidence has been provided to demonstrate your understanding of the reasons behind your misconduct or the steps you have taken to remediate the concerns. In addition, the panel was concerned that the attitude you displayed during this hearing, such as suggesting the lack of observations was due to a 'system failure' or accusing several registered nurses of lying, indicated a pattern of deflecting responsibility and apportioning blame to others and demonstrated a lack of insight.

Due to your limited reflection and insight and an absence of remorse from you, the panel concluded that there is a likelihood of repetition of

your conduct, and that there remains a real risk of serious harm to the public. The panel therefore decided that a finding of impairment was necessary on the grounds of public protection.

The panel took into account the overarching objectives of the NMC; to protect, promote and maintain the health, safety, and well-being of the public and patients, and to uphold and protect the wider public interest. This includes promoting and maintaining public confidence in the nursing and midwifery professions and upholding the proper professional standards for members of those professions.

The panel determined that a finding of impairment on public interest grounds is also required as this case involved an experienced nurse, who failed to recognise and escalate the care of a vulnerable and deteriorating patient. The panel was of the view that a well-informed and reasonable member of the public would be deeply concerned by the circumstances of this case and that public confidence in the nursing profession would be undermined if a finding of impairment was not made. The panel therefore finds your fitness to practise impaired on the grounds of public interest.

Having regard to all of the above, the panel was satisfied that your fitness to practise is currently impaired.'

The original panel determined the following with regard to sanction:

'The panel next considered whether placing conditions of practice on your registration would be a sufficient and appropriate response. The panel was mindful that any conditions imposed must be proportionate, measurable and workable. The panel took into account the SG, in particular:

- *Identifiable areas of the nurse or midwife's practice in need of assessment and/or retraining;*

- *No evidence of general incompetence;*
- *Potential and willingness to respond positively to retraining;*
- *Patients will not be put in danger either directly or indirectly as a result of the conditions;*
- *The conditions will protect patients during the period they are in force; and*
- *Conditions can be created that can be monitored and assessed.*

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. It noted that the conditions proposed by the NMC were fair and thorough and would protect the public.

The panel also accepted that you would be willing to comply with conditions of practice.

The panel had regard to the fact that this incident happened seven years ago and that, other than these incidents, it appears that you have had an unblemished career of 13 years as a nurse. The panel took into account that you had concerns about the workability of a conditions of practice order however, its primary duty is to ensure the public is adequately protected. It was of the view that it was in the public interest that, with appropriate safeguards, you should be able to return to practise as a nurse.

Balancing all of these factors, the panel determined that the appropriate and proportionate sanction is that of a conditions of practice order.

The panel did give careful consideration to the imposition of a suspension order given the attitudinal concerns it had previously identified in this case. However, it did not believe that these attitudinal concerns were deep seated to the extent that they could not be remediated. Therefore, the panel was of the view that to impose a

suspension order would be disproportionate at this time and would not be a reasonable response in the circumstances of your case. It acknowledged that the incident occurred on one single day with a single patient and that there does not appear to be any evidence of repetition. Additionally, it noted its finding that your misconduct is remediable and that the public would be adequately protected if your practice was restricted with a conditions of practice order.

The panel acknowledged that you may face challenges in securing employment that would allow you to work under these conditions but did not consider that it would be impossible for you to achieve. The panel was mindful in any event that its primary function was the protection of the public.

Having regard to the matters it has identified, the panel concluded that a conditions of practice order will mark the importance of maintaining public confidence in the nursing profession and will send to the public and the profession a clear message about the standards of practice required of a registered nurse.

The panel determined that the following conditions 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 restrict your practice to a single substantive employer, which must not be an agency.*
- 2. At any time you are working, you must be supervised by another registered nurse of Band 6 and above. This supervision must*

consist of working at all times on the same shift as, but not always directly observed by, a registered nurse of Band 6 or above.

3. *You must work with your mentor or supervisor, who must be a Band 6 nurse or above, to develop a reflective practice profile which addresses the following areas of concern:*
 - *Taking and recording of observations, accurately and on time*
 - *Escalation of unwell patients*
 - *Timely administration of prescribed medication*
 - *Effective communication with and handover to other colleagues delivering care with you.*

4. *You must send evidence to your NMC Case Officer of this completed profile every 3 months of your conditions of practice order coming into effect.*

5. *You must complete training in:*
 - *Recognizing and escalating a deteriorating patient*
 - *Administering IV fluids at the prescribed rate*
 - *Accurate record keeping*

6. *You must send evidence to your NMC Case Officer of this completed training within 6 months of your conditions of practice order coming into effect*

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 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.*
11. *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*

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 has defined fitness to practise as a registrant's ability to practise safely and effectively without restriction. 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. It has taken account of the submissions made by Ms Roberts on behalf of the Nursing and Midwifery Council (NMC) and your submissions.

Ms Roberts took the panel through the background of the case and referred it to the relevant pages within the bundle.

Ms Roberts submitted that, based on the information received from you since the imposition of the substantive order, it appears that you have not been able to obtain employment as a registered nurse since the substantive order was imposed. She referred the panel to your several emails showing confirmation of your applications. She submitted that therefore you have not been able to demonstrate compliance with a number of the conditions of practice order. She stated that the reason for your unsuccessful applications remains unclear as there was no feedback provided from those applications and only three recent emails confirming that the applications have been unsuccessful. She submitted that it is accepted that the current substantive order may make obtaining employment as a registered nurse more difficult, but it is not impossible.

Ms Roberts submitted that there was however evidence that you had completed training in accordance with conditions five and six of the current substantive order. She submitted that, in relation to impairment, given that you have not worked as a registered nurse since the substantive order was imposed, there was no new information, aside from the training certificates, to undermine the previous findings of the original panel that your fitness to practise is impaired. She submitted that today's panel may consider that your fitness to practise remains impaired on the grounds of public protection and public interest.

Ms Roberts submitted that the panel may wish to consider whether all of the conditions remain necessary, particularly in relation to conditions five and six, of the current substantive order. She submitted that conditions five and six may be removed given that you have complied with those conditions. She highlighted that this case involves failings which had the potential to result in patient harm. She invited the panel to consider that

despite your difficulties in obtaining employment, there remains a necessity for a conditions of practice order to protect the public and meet the public interest.

You submitted that you had an otherwise unblemished career before the incident. You asserted that you had practised as a registered nurse for seven years after the incident and you addressed all the concerns within that period.

You informed the panel that you have applied for various nursing roles including volunteer roles, without success because prospective employers are not ready to consider your application due to the current conditions of practice order. You submitted that you have completed all required training courses and you have also contacted the NMC case officer to enquire about any university training you could undertake. However, you were informed by the NMC case officer that you should wait for the outcome of this review hearing.

You submitted that most of the concerns brought before the original panel were totally different from the actual incident and the panel at the substantive hearing mistook your right to defend yourself as not demonstrating remorse. You highlighted that you did not have a legal representative therefore you had to defend yourself. You stated that you had told the original panel that the current conditions of practice order amounted to a striking-off order through a back door, but it did not listen to you.

You submitted that you are sorry for your misconduct, and you have learnt your lessons, which is demonstrated through your seven years of unrestricted practice without any further incident.

You told the panel that the current order has had a negative impact on you. [PRIVATE]

You submitted that the current substantive order is not achieving anything and has not worked. You asserted that you do not see any purpose for a sanction given that you had practised unrestricted for seven years without any incident prior to the imposition of the current substantive order. You invited the panel to allow the current conditions of practice order to lapse and if there is any concern raised about your nursing practice in future, the panel could reimpose the sanction.

The panel 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 took into account that you had completed the training courses as required by conditions five and six of the current conditions of practice order. The panel considered that you had practised unrestricted for seven years prior to the imposition of the current substantive order without any further concerns raised about your nursing practice. It noted that you have actively engaged with the NMC and these proceedings.

However, the panel noted that the original panel found your insight to be limited and that you have not strengthened your nursing practice. Today's panel was of the view that you have failed to demonstrate any further evidence of sufficient insight into your misconduct, its impact on patients, your colleagues, the wider public and the reputation of the nursing profession. There was no evidence of deep reflection to demonstrate your understanding of the reasons behind your misconduct or the steps you have taken to remediate the concerns.

The panel considered that you are yet to comply with conditions one, two and three of the current conditions of practice order. The panel noted that despite your efforts, you have been unable to secure employment as a registered nurse. Therefore, you have not yet had the opportunity to strengthen your practice and apply the training you had undertaken, in a clinical setting to demonstrate your clinical competence, since the imposition of the substantive order.

In light of this, the panel determined that there remains a real risk of repetition and a consequent risk of harm to the public. It therefore concluded 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. In the particular circumstances of this case, where there are serious concerns relating to failures in fundamental areas of nursing and there was insufficient evidence of strengthened practice and insight, the public would expect the regulator to take action. The panel determined that public confidence in the profession, would be seriously undermined and damaged if a finding of impairment were not made in this case. For these reasons, the panel determined that a finding of current impairment is necessary on the grounds of public interest.

Having regard to all of the above, the panel finds that your fitness to practise remains impaired on both public protection and public interest grounds.

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. It had found that you have failed to demonstrate sufficient insight into the concerns nor strengthened your nursing practice. The panel therefore decided that it would neither protect the public nor be in the public interest to take no further action.

The panel 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 nursing 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 a caution order would neither protect the public nor be in the public interest.

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 considered that your misconduct occurred in a single incident involving one patient. It determined that the concerns identified in this case could still be addressed through insightful reflections and with evidence of practising safely and effectively. The panel determined that it would be possible to formulate appropriate and workable conditions which would address the failings highlighted in this case and which would protect the public and meet the public interest.

The panel considered that despite your efforts, you have been unable to secure employment as a registered nurse and apply the training you had undertaken, in a clinical setting to demonstrate safe and effective practice. It also noted that you have not provided any further evidence to demonstrate sufficient insight into acknowledging responsibility for your misconduct; and its impact on patients, your colleagues, the wider public and the reputation of the nursing profession.

The panel therefore determined that a conditions of practice order remains appropriate and proportionate to address the failings highlighted in this case. It decided that a further conditions of practice order remains sufficient to protect the public but there is a need to vary the current conditions of practice order to reflect the current position and challenges you have faced in securing employment as a registered nurse. This will also provide you with further opportunity to demonstrate evidence of sufficient insight into your misconduct.

The panel decided that to impose a suspension order or striking-off order would be disproportionate and would not be a reasonable response in the circumstances of this case given that such an order would deprive you of the opportunity to strengthen your nursing practice.

Accordingly, the panel determined, pursuant to Article 30(1)(a) to vary the current conditions of practice order and extend it for a period of six months, which will come into effect on the expiry of the current order, namely at the end of 7 April 2026. The panel 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 restrict your practice to a single substantive employer or work via a single agency.
2. When working as a registered nurse, you must be supervised by the registered nurse in charge. This supervision must consist of working at all times on the same shift as, but not always directly observed by, the registered nurse in charge.
3. You must work with a mentor, who must be a registered nurse, to develop a reflective practice summary which addresses the following areas of concern:
 - Taking and recording of observations, accurately and on time
 - Escalation of unwell patients
 - Timely administration of prescribed medication
 - Effective communication with and handover to other colleagues delivering care with you.
4. Prior to any NMC review hearing or meeting, you must send evidence to your NMC case officer of this completed reflective practice summary.

5. You must keep the NMC informed about anywhere you are working by:
 - c) Telling your case officer within seven days of accepting or leaving any employment.
 - d) Giving your case officer your employer's contact details.

6. 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.

7. 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.

8. 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.

9. 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.

The period of this order is for six months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 7 April 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:

- A detailed reflective statement demonstrating sufficient insight and remorse into your actions, their impact on patients, your colleagues, the wider public and the reputation of the nursing profession. It should also demonstrate your understanding of the reasons behind your misconduct and the steps you have taken to remediate the concerns. It should further demonstrate acknowledgement and responsibility for your misconduct.
- Any references or testimonials from any paid or unpaid work.
- Your continued engagement and attendance at any future review hearing.

This will be confirmed to you in writing.

That concludes this determination.