

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

**Substantive Order Review Meeting
Friday, 1 May 2026**

Virtual Meeting

Name of Registrant: Nyarari Hwayire

NMC PIN: 07C0943E

Part(s) of the register: Registered Nurse – Adult
RNA – 23 April 2007

Relevant Location: Buckinghamshire

Type of case: Misconduct

Panel members: Anne Ng (Chair, Lay member)
Richard Curtin (Registrant member)
Fulata Shawa-Siyunyi (Lay member)

Legal Assessor: Graeme Dalglish

Hearings Coordinator: Catherine Blake

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

Fitness to practise: Impaired

Outcome: **Striking-Off order to come into effect on 10 June 2026
in accordance with Article 30 (1)**

Decision and reasons on service of Notice of Meeting

The panel noted at the start of this meeting that the Notice of Meeting had been sent to Ms Hwayire's registered address by recorded delivery and by first class post on 23 March 2026.

The panel had regard to the Royal Mail 'Track and trace' printout which showed the Notice of Meeting was delivered to Ms Hwayire's registered address on 23 March 2026.

The panel took into account that the Notice of Meeting provided details of the review that the review meeting would be held no sooner than 20 April 2026 and inviting Ms Hwayire to provide any written evidence seven days before this date.

The panel accepted the advice of the legal assessor.

In the light of all of the information available, the panel was satisfied that Ms Hwayire has been served with notice of this meeting in accordance with the requirements of Rules 11A and 34 of the Nursing and Midwifery Council (Fitness to Practise) Rules 2004 (as amended) (the Rules).

The panel noted the email correspondence from Ms Hwayire in which she acknowledges receipt of the Notice of Meeting and indicated she was content for the review to proceed as a meeting. The panel determined it was fair to proceed with this review as a meeting and in the absence of Ms Hwayire.

Decision and reasons on review of the current order

The panel determined to impose a striking-off order. This order will come into effect at the end of 10 June 2026 in accordance with Article 30(1) of the Nursing and Midwifery Order 2001 (as amended) (the Order).

This is the second review of a substantive conditions of practice order originally imposed for a period of 12 months by a Fitness to Practise Committee panel. The order was last reviewed on 22 April 2025, a further 12-month conditions of practice order was imposed.

The current order is due to expire at the end of 10 June 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 1 July 2020 incorrectly wrote medication on a resident's MAR chart reflecting the medication of another resident who shared the same initials.*
- 2) *On 5 July 2020 failed to administer Alendronic acid to a resident.*
- 3) *Failed to administer Apixaban to a resident on:*
 - a) *18 July 2020*
 - b) *19 July 2020*
- 4) *Administered an incorrect dose of Fludrocortisone to a resident on:*
 - a) *23 July 2020*
 - b) *24 July 2020*
 - c) *25 July 2020*
- 5) *On 27 July 2020:*
 - a) *Failed to administer Apixaban to a resident.*
 - b) *Failed to sign for the administration of Insulin to a resident.*
- 6) *On 28 July 2020 behaved in an unprofessional manner towards Colleague A in that you:*
 - a) *Shouted aggressively.*
 - b) *Called Colleague A 'incompetent'*
 - c) *...*

- 7) *On an unknown date on or before 30 July 2020 failed to maintain patient confidentiality in that you took and stored photographic images of patient medication administration chart(s) on your personal mobile telephone.*
- 8) *On 24 November 2022 sent an inappropriate email to the NMC containing graphical representations or 'emoji's' of faeces.'*

The last reviewing panel determined the following with regard to impairment:

'The panel has considered that the persuasive burden of proof is on Miss Hwayire to prove that her fitness to practise is not currently impaired. At this meeting, the panel carefully considered the recent reflections but determined that they failed to adequately address the concerns detailed by the original panel dated 3 May 2024. The panel acknowledged Miss Hwayire's efforts to engage with the regulatory process by undertaking some courses. However, it found that the courses undertaken did not relate to or address the concerns arising from the misconduct found proved. The panel was not satisfied that the misconduct found proved had been remedied.

The panel considered any further evidence of insight and remediation and noted emails Miss Hwayire provided on 7 March 2025 in which she apportioned blame on others and the regulatory process for the failings. The panel therefore found that Miss Hwayire's level of insight was minimal and there remained a high risk of repetition should she be allowed to return to unrestricted practice. The panel therefore concluded that it was not satisfied that the misconduct had been remedied.

The panel noted that no further material to assist this panel, as advised by the substantive panel, had been provided. It has therefore not been able to advance from the previous panel and determined that patients remain at risk of harm if a finding of impairment is not made.

The panel therefore determined 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. It considered that a well-informed member of the public would be concerned that a registered nurse is not providing safe and effective care to patients by managing care and keeping up accurate records of medication administration. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that Miss Hwayire's fitness to practise remains impaired on both public protection and in the wider public interest grounds.'

The last reviewing panel determined the following with regard to sanction:

'The panel next considered whether imposing a further conditions of practice order on Miss Hwayire's 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 took into account recent correspondence from Miss Hwayire to the NMC in which she stated that she has found it difficult to secure a nursing role with the conditions of practice order. After reviewing the references provided within that correspondence, the panel determined that the current conditions remain appropriate and workable.

The panel has decided to impose a conditions of practice order for a further period of 12 months. This is to allow Miss Hwayire time to reflect on her misconduct, to demonstrate meaningful insight, and to take proactive steps to strengthen her professional practice. These steps may include, but are not limited to, undertaking relevant online training that specifically address the concerns, securing appropriate employment, and continuing to engage with the NMC, and to develop her insight and remediation.

[...]

The panel considered that to impose a suspension order or a striking-off order would be disproportionate and would not be a reasonable response in the light of her continued engagement, as well as her efforts to find work and maintain her practice.'

Decision and reasons on current impairment

The panel has considered whether Ms Hwayire's fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the NMC has defined fitness to practise as the ability of a professional on our register to practise as a nurse, midwife or nursing associate 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, including the NMC bundle and the written responses from Ms Hwayire which included:

- Her curriculum vitae ('CV')
- Extensive email correspondence between the NMC and Ms Hwayire
- Reflective pieces from Ms Hwayire

The panel heard and 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 Ms Hwayire's fitness to practise remains impaired.

The panel noted that the last reviewing panel found that Ms Hwayire had demonstrated minimal insight into her misconduct, and it noted that she '*apportioned blame on others and the regulatory process for the failings*'. Whilst that panel was encouraged by Ms

Hwayire's training certificates, it concluded that these were not relevant to addressing the misconduct, and Ms Hwayire was liable to repeat matters of the kind found proved.

Today's panel has seen no further information from Ms Hwayire to demonstrate the contrary. The panel considered that Ms Hwayire, in her email correspondence, continues to attribute blame to others. The panel had sight of her reflective piece, and determined that it showed insufficient insight. The panel was of the view that Ms Hwayire has not sufficiently acknowledged the seriousness of the misconduct, or her role in the misconduct. The panel bore in mind that the persuasive burden rests on Ms Hwayire to demonstrate that her fitness to practise is no longer impaired, and it has no evidence before it suggesting that Ms Hwayire has developed any further meaningful insight since the last review.

Further, today's panel bore in mind that there is no evidence from Ms Hwayire of her strengthened practice or any information in respect of a demonstrable period of safe practice.

The last reviewing panel determined that Ms Hwayire was liable to repeat matters of the kind found proved. In light of Ms Hwayire's limited insight, this panel determined that she remains liable to repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment remains 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. The panel determined that, given Ms Hwayire's limited insight and in the absence of any further evidence of strengthened practice, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that Ms Hwayire's fitness to practise remains impaired.

Decision and reasons on sanction

Having found Ms Hwayire's 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. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

It 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 Ms Hwayire's 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, but the Committee wants to mark that what happened was unacceptable and must not happen again."* The panel considered that Ms Hwayire's 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 it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether a conditions of practice on Ms Hwayire's 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 has received information that Ms Hwayire not secured work as a registered nurse. However, the panel was concerned by Ms Hwayire's lack of meaningful insight in the two years since the substantive order was imposed. The panel had little information as to the steps Ms Hwayire has taken to try and secure nursing employment, and could not be satisfied that Ms Hwayire is taking any active steps towards remediating and strengthening her practice. In these circumstances the panel determined that conditions of practice order would not be workable and would serve no useful purpose.

The panel next considered imposing a suspension order. The panel noted that Ms Hwayire has already been subject to conditions of practice for two years but in that time has not provided sufficient evidence of reflection and remorse for her misconduct, steps taken to strengthen her practice nor insight into her failings. Accordingly, the panel could not be satisfied a period of suspension would not serve any useful purpose.

Further, the panel noted that Ms Hwayire has not renewed her registration, and only remains on the NMC Register by virtue of these proceedings. The panel has no information that Ms Hwayire is committed to remediating such that she is likely to return to unrestricted practice. In view of this, the panel considered that there is no indication that she would comply with conditions of practice, and any conditions of practice order would not be workable and would serve no useful purpose.

The panel determined that it was necessary to take action to prevent Ms Hwayire from practising in the future and concluded that the only sanction that would adequately protect the public and serve the public interest was a striking-off order. The panel therefore directs the registrar to strike Ms Hwayire's name off the register.

This striking-off order will take effect upon the expiry of the current conditions of practice order, namely the end of 10 June 2026 in accordance with Article 30(1).

This will be confirmed to Ms Hwayire in writing.

That concludes this determination.