

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

**Substantive Order Review Hearing
Tuesday, 01 September 2026**

Virtual Hearing

Name of Registrant:	Cajetan Ironah Mazi
NMC PIN:	10I4591E
Part(s) of the register:	Registered Nurse- Sub part 1 RNA- Adult Nursing- April 2013
Relevant Location:	Cornwall
Type of case:	Misconduct
Panel members:	Michaela McAleer (Chair, Lay member) Donna Green (Registrant member) John Marley (Lay member)
Legal Assessor:	Ian Ashford-Thom
Hearings Coordinator:	Shazmeen Uddin
Nursing and Midwifery Council:	Represented by Georgina Lane, Case Presenter
Mr Mazi:	Present and unrepresented
Order being reviewed:	Conditions of practice order (6 months)
Fitness to practise:	Impaired
Outcome:	Conditions of practice order (6 months) to come into effect on 7 October 2026 in accordance with Article 30 (1)

Decision and reasons on review of the substantive order

The panel decided to confirm the current conditions of practice order.

This order will come into effect at the end of 7 October 2026 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (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 on 10 March 2025. This was reviewed on 6 March 2026 when a decision was taken to extend and vary the conditions of practice order for a further period of six months.

The current order is due to expire at the end of 7 October 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 first reviewing panel determined the following with regard to impairment:

'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.'

The first reviewing panel determined the following with regard to 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:*
 - a) *Telling your case officer within seven days of accepting or leaving any employment.*
 - b) *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).*

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.'*

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 Nursing and Midwifery Council (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 correspondence from you. It has taken account of the submissions made by Ms Lane on behalf of the NMC. She submitted that since the first substantive order review hearing, you have regularly engaged with the NMC.

Ms Lane submitted that you are not currently working as a nurse and that you have provided evidence of job applications that you had completed. She submitted that you have also provided evidence of some responses that you had received in respect of the roles that you applied for which state only that you had been shortlisted for the application or that the application was unsuccessful without providing further reasons as to why your application was unsuccessful.

Ms Lane submitted that in May 2026, you provided a response from a potential employer regarding a short initial interview. However, you have not provided the NMC with further information in relation to the outcome of that interview.

Ms Lane submitted that it appears that despite efforts being made, you have been unable to obtain employment as a registered nurse since the substantive order was imposed. She submitted that it is acknowledged that the conditions of practice order may be making it more difficult for you to obtain employment, however, as noted by the previous reviewing panel, it is not impossible to do so.

Ms Lane submitted that the position has therefore not changed since the order was last reviewed on 6 March 2026 and you have not been able to demonstrate compliance with the current conditions of practice order in place.

Ms Lane submitted that given that you have not worked as a registered nurse since the substantive order was imposed, there is no new information to undermine the findings of the original panel, that your fitness to practise is impaired.

Ms Lane submitted that you have also not provided any written reflective statement demonstrating insight and/or remorse nor any references, albeit you have not been working as a nurse.

Ms Lane submitted that the panel may therefore consider that your fitness to practise remains impaired on the grounds of public protection and public interest, and there remains necessity for a conditions of practice order to protect the public and also meet the public interest.

The panel also had regard to your oral submissions at the hearing today.

You submitted that since the conditions of practice order was imposed, it has been impossible for you to find work. You submitted that when you mention that there is a conditions of practice order in place, no one wants to hire you.

You stated that you have looked to apply for voluntary work, but you are not being given the opportunity to work your way back into the nursing profession.

You submitted that you have also applied for clinical assessor roles but have been unsuccessful.

You stated that you are willing to do anything to get back into the nursing profession, however, you told the panel that the conditions of practice order is not working for you and that nobody wants to hear from you after learning about the conditions of practice order.

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 your fitness to practise remains impaired. The panel had regard to the NMC guidance '*Standard reviews of substantive orders before they expire*' (Rev-2a). The panel noted there is a persuasive burden on you at a substantive order review to demonstrate that you have fully acknowledged why past professional performance was deficient and through insight, application, education, supervision or other achievement have sufficiently addressed the past impairments.

The panel noted that the last reviewing panel found that you had insufficient insight. At this hearing the panel were also of the view that you did not provide the NMC with any further evidence of insight into your misconduct and the impact it had on patients, colleagues, the wider public and the reputation of the nursing profession. The panel noted that there was no material change in circumstances. You were unable to provide the NMC with any references. Further, you did not provide any written reflective statement demonstrating your understanding of the reasons behind your misconduct or the steps you have taken to remediate the concerns.

The panel considered that your compliance with conditions one, two and three remains outstanding. The panel acknowledged that despite your efforts, you have not been successful in securing employment as a registered nurse and therefore have not had the opportunity to strengthen your practice since the imposition of a substantive order.

The panel bore in mind that its primary function is to protect patients and the wider public interest. This 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 in order to protect the public from the risk of repetition. 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.

For these reasons, the panel finds that your fitness to practise remains impaired on both public protection and public interest grounds.

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 your 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 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 it would be neither proportionate nor in the public interest to impose a caution order.

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 determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel accepted

that you have been unable to comply with conditions of practice due to your current employment status but that you are engaging with the NMC.

The panel was of the view that a further conditions of practice order is sufficient to protect patients and the wider public interest. In this case, there are conditions could be formulated which would protect patients during the period they are in force.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate and would not be a reasonable response in the circumstances of your 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 extend the current conditions of practice order for a period of 6 months, which will come into effect on the expiry of the current order, namely at the end of 7 October 2026. It 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 October 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.
- Evidence of how you are keeping your knowledge of clinical practice up to date for example: a list of references of articles you have read and/or training certificates relevant to:
 - a. Taking and recording of observations, accurately and on time

- b. Escalation of unwell patients
 - c. Timely administration of prescribed medication
 - d. Effective communication with and handover to other colleagues delivering care with you.
- An indication to the panel of your future plans in clinical practice.

The panel were keen to draw your attention to the difference between the reflective practice summary referred to in conditions three and four from the detailed reflective statement outlined above which a future panel may be assisted by. This statement should demonstrate sufficient insight and remorse into your actions.

This will be confirmed to you in writing.

That concludes this determination.