

Nursing and Midwifery Council

Investigating Committee

New Interim Order Hearing

Monday, 5 August 2024

Virtual Hearing

Name of Registrant:	Sarah Constance Nzara
NMC PIN	99A0999E
Part(s) of the register:	Registered Nurse - Adult Nursing - 2002
Relevant Location:	Leicester
Panel members:	Christopher Taylor (Chair, Registrant member) Kathryn Evans (Registrant member) Howard Millington (Lay member)
Legal Assessor:	Juliet Gibbon
Hearings Coordinator:	Yasmina Di Gesualdo
Nursing and Midwifery Council:	Represented by Ruhena Parker, Case Presenter
Mrs Nzara:	Present and not represented at the hearing
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 only work for a single substantive employer and not for an agency.
2. You must not be the nurse in charge of any shift at any time or the sole nurse on duty.
3. You must ensure that you are directly supervised at all times when administering medication until you are successfully assessed as competent to do so independently. Evidence of this successful assessment must be sent to your Case Officer at the NMC within 7 days of completion.
4. You must ensure that you are indirectly supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.
5. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns regarding:
 - a. medication administration;
 - b. patient assessment and observations;

- c. and ability to escalate incidents and recognise and response deteriorating patients.

You must send your case officer a copy of your PDP within 14 days of commencing employment.

6. You must meet with your line manager, mentor or supervisor fortnightly to discuss your progress in relation to the aims of your PDP, with particular regard to:
 - a. medication administration;
 - b. patient assessment and observations;
 - c. and ability to escalate incidents and recognise and response deteriorating patients.
7. You must send your case officer a report from your line manager, mentor or supervisor before any NMC hearing. This report must show your progress towards achieving the aims set out in your PDP, with particular regard to:
 - a. medication administration;
 - b. patient assessment and observations;
 - c. and ability to escalate incidents and recognise and response deteriorating patients.
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 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).
10. 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.

11. 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 other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to make this interim order for a period of 18 months to allow the investigation to take place and to allow you the time to demonstrate improvement in your practice, especially given your expressed intention not to work as a nurse for the next 15 months. The panel acknowledged that it is open to you to change your mind regarding this at any time and therefore an interim order is required.

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.