

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Monday, 2 September 2024

Virtual Hearing

Name of Registrant:	Collis Tapiwa Mudarikwa
NMC PIN	2111236E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 12 January 2022
Relevant Location:	England
Panel members:	Liz Maxey (Chair, Registrant member) Hayley Ball (Registrant member) Amy Barron (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Yasmina Di Gesualdo
Nursing and Midwifery Council:	Represented by Amelia Mah, Case Presenter
Mr Mudarikwa:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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

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 substantive employer. It must not be an agency.
2. You must not be the registered nurse in charge of the shift or be the only registered nurse on a shift.
3. You must only administer medication under direct supervision until you are deemed competent to do so independently by another registered nurse.
4. You must be formally assessed and signed off as competent to administer medication, verification of this must be sent to the NMC within 7 days of the sign off date.
5. You must have at least fortnightly meetings with your line manager, mentor or supervisor to discuss your clinical performance in relation to the following areas:
 - Medicine administration and management;
 - Record keeping;
 - Identifying and escalating the deteriorating patient;

6. You must provide the NMC with a report from your line manager, supervisor or mentor prior to any future review. This report must comment on your clinical performance in relation to:
 - Medicine administration and management;
 - Record keeping;
 - Identifying and escalating the deteriorating patient;

7. You must keep your work under review. You must immediately limit or stop your practice if you become aware of any deterioration in your health or if you are advised to do so by:
 - a) Your general practitioner.
 - b) Any other registered medical practitioner or therapist responsible for your care

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 Mr Mudarikwa's 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, Mr Mudarikwa 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 Mr Mudarikwa. The NMC will write to Mr Mudarikwa when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Mudarikwa in writing.

That concludes this determination.