

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 4 April 2025**

Virtual Hearing

Name of Registrant:	Hasfa Nassimbwa Nyago
NMC PIN:	14I3343E
Part(s) of the register:	Registered Nurse Learning Disabilities-RNLD- August 2016
Relevant Location:	London Borough of Wandsworth
Panel members:	Michael Lupson (Chair, lay member) Sally Pezaro (Registrant member) Neil Slater (Lay member)
Legal Assessor:	Megan Ashworth
Hearings Coordinator:	Monowara Begum
Nursing and Midwifery Council:	Represented by Bibi Ihuomah, Case Presenter
Mrs Nyago:	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 varied

Decision and reasons on interim order

The panel decided to vary 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. If this is an agency, then any placement must be in one unit at any one time for no less than three months.
2. You must not be the nurse in charge of any shift.
3. You must not be the sole nurse on duty at any time.
4. At any time, you are working, you must be indirectly supervised. Your supervision must consist of working at all times on the same shift as, though not always directly observed by, another registered nurse.
5. You must ensure that you are directly observed by another registered nurse at any time you are administering or managing medication until deemed competent to do so by another registered nurse.
6. A copy of your competency assessment must be sent to your NMC case officer within seven days of its completion.
7. You must meet with your line manager or supervisor fortnightly to discuss the following:
 - i. Your clinical practice and conduct;
 - ii. Medication administration and management;

- iii. A reflective discussion on duty of candour in your practice; and
 - iv. Safeguarding, and escalation of concerns.
8. No less than seven days in advance of the next NMC hearing or meeting, you must send to the NMC a report from your line manager or supervisor detailing your progress in relation to:
- a) Your clinical practice and conduct;
 - b) Medication administration and management;
 - c) A reflective discussion on duty of candour in your practice; and
 - d) Safeguarding, and escalation of concerns.
9. 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; and
 - b) Giving your case officer your employer's contact details.
10. 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; and
 - b) Giving your case officer the name and contact details of the organisation offering that course of study.
11. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for;
 - b) Any agency you apply to or are registered with for work;
 - c) Any employers you apply to for work (at the time of application); and
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
12. 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; and

c) Any disciplinary proceedings taken against you.

13. 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; and
- c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Mrs Nyago'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, Mrs Nyago or the 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Nyago's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Nyago. The NMC will write to Mrs Nyago when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Nyago in writing.

That concludes this determination.