

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 6 March 2025**

Virtual Hearing

Name of Registrant:	Chipo Chapuka
NMC PIN:	21H2441E
Part(s) of the register:	Registered Nurse Children-RNC-November 2021
Relevant Location:	Essex
Panel members:	Godfried Attafua (Chair, Registrant member) Sally Glen (Registrant member) Gill Murgatroyd (Lay member)
Legal Assessor:	Gaon Hart
Hearings Coordinator:	Ifeoma Okere
Nursing and Midwifery Council:	Represented by Beverly Da Costa, Case Presenter
Mrs Chapuka:	Present and represented by Farie David, from Allied Workers Union (AWU)
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 restrict your employment to a single substantive employer.
If employed through an agency, each initial clinical placement period must be for no less than six months.
2. You must not be the nurse in charge of any shift.
3. You must be directly supervised anytime by another registered nurse when involved in the management and administration of medications.
4. You must be indirectly supervised anytime you are working. This supervision must consist of working at the same time on the same shift, but not always directly observed by another registered nurse.
5. You must meet with your line manager or supervisor every fortnight to discuss your clinical practice in regard to:
 - a) Recognising and responding to deteriorating patients.
 - b) Clinical prioritisation.
 - c) Resuscitation skills.
 - d) Medicines management and administration.
6. You must obtain a report from your line manager or supervisor commenting on:

- a) Recognising and responding to deteriorating patients.
- b) Clinical prioritisation.
- c) Resuscitation skills.
- d) Medicines management and administration.

You must send a copy of the report to your case officer before every future hearing.

7. 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.

8. 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.

9. 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).
- d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

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

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.