

**Nursing and Midwifery Council
Investigating Committee**

New Interim Order Hearing
Tuesday, 10 December 2024

Virtual Hearing

Name of Registrant: **Monica Grace Osim**

NMC PIN: 22H1851E

Part(s) of the register: Registered Nurse
Mental Health – RNMH – April 2023

Relevant Location: Manchester

Panel members: Ingrid Lee (Chair, lay member)
Michelle Mello (Registrant member)
Reni Aina (Lay member)

Legal Assessor: Charles Parsley

Hearings Coordinator: Ifeoma Okere

Nursing and Midwifery Council: Represented by Ben Edwards, Case Presenter

Ms Osim: Present and represented by Danielle
McMahon, instructed by Royal College of
Nursing (RCN)

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 this must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure you are directly supervised by another registered nurse when engaged in the administration and management of medicines until assessed and deemed competent to do so without supervision. A copy of your completed assessment must be sent to your NMC case officer within seven days of its completion.
4. At all other times, you must ensure that you are indirectly supervised by another registered nurse. This must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.
5. You must meet with your line manager, mentor, or supervisor at least once a month to discuss your performance in relation to:
 - a. Medicines management and administration.
 - b. Record-keeping.

6. You must obtain a report from your line manager, mentor, or supervisor and send it to your NMC case officer prior to any review hearing. Each report must contain information regarding your performance and progress in relation to:
 - a. Medicines management and administration.
 - b. Record-keeping.

7. You must keep 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 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 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.

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 registrant in writing.

That concludes this determination.