

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 3 July 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Ijeoma Benedette Uche</b>
<b>NMC PIN</b>	00Y0222O
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 25 October 2000
<b>Relevant Location:</b>	England
<b>Panel members:</b>	Nariane Chantler (Chair, registrant member) Helen Hughes (Registrant member) Louise Jones (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Monowara Begum
<b>Nursing and Midwifery Council:</b>	Represented by Uzma Khan, Case Presenter
<b>Ms Uche:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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 work to a single substantive employer, this must not be an agency.
2. You must not be the registered nurse in charge of any shift.
3. You must be directly supervised by another registered nurse while undertaking:
  - Medication management and administration
  - Patient assessment

Until you have been formally assessed as competent to do so by another registered nurse and a copy of these assessments sent to the NMC.

4. At any other time, you must be indirectly supervised by another registered nurse. This involves working at all times on the same shift as, but not always directly observed by another registered nurse.
5. You must meet with your line manager, supervisor, or mentor every two weeks to discuss your performance and conduct in specific relation to:
  - record keeping
  - medication administration and management

- assessing patients and risk management
  - care planning.
6. You must send to the NMC a report from your line manager, supervisor or mentor prior to any review, assessing your performance and conduct in specific relation to:
- record keeping
  - medication administration and management
  - assessing patients and risk management
  - care planning.
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 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 Ms Uche'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, Ms Uche 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. Ms Uche'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 Ms Uche. The NMC will write to Ms Uche when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Uche in writing.

That concludes this determination.