

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 17 October 2024**

Virtual Hearing

Name of Registrant:	Miss Olamide Afilaka
NMC PIN	74Y1109E
Part(s) of the register:	Registered Nurse Adult – RN2 – January 1978 Adult – RN1 – June 2003
Relevant Location:	Torbay
Panel members:	Mahjabeen Agha (Chair, Lay member) Judy Shevlin (Registrant member) Howard Millington (Lay member)
Legal Assessor:	Tracy Ayling KC
Hearings Coordinator:	Tyrena Agyemang
Nursing and Midwifery Council:	Represented by Robert Benzynie, Case Presenter
Miss Afilaka:	Present and represented by Lucy Chapman, instructed by The 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 restrict your employment to a single substantive employer, which can be an agency with a placement of no less than three months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must undertake training to address the regulatory concerns which relate to:
 1. Alleged abuse of people receiving care and
 2. Alleged poor communication.

The training should include the following areas:

- Safeguarding vulnerable adults
- Conflict resolution
- Deprivation of Liberty (DOLS) training for adults
- Treating patients with dignity and kindness

You must provide the NMC with evidence of the completed training before the next review hearing.

5. You must meet with your line manager, mentor, or supervisor every month discuss your performance in the areas relating to the regulatory concerns:
 1. Alleged abuse of people receiving care and
 2. Alleged poor communication.

6. You must send your NMC Case Officer a report in advance of the next NMC review hearing from your line manager, mentor, or supervisor demonstrating the discussions regarding the following regulatory concerns:
 1. Alleged abuse of people receiving care and
 2. Alleged poor communication.

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 NMC case officer within seven days of accepting any course of study.
 - b. Giving your NMC 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 NMC 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 NMC 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.