

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 21 October 2021**

Virtual Hearing

<b>Name of Registrant:</b>	Nicholas Okezie Akagha
<b>NMC PIN</b>	21L1960O
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – 29 December 2021
<b>Relevant Location:</b>	Hertfordshire
<b>Panel members:</b>	Jill Wells (Chair, lay member) Suzie Adam (Registrant member) Ian Hanson (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Max Buadi
<b>Nursing and Midwifery Council:</b>	Represented by Leeann Mohamed, Case Presenter
<b>Mr Akagha:</b>	Present and represented by Khaled Hussain- Dupré, instructed by Sequentus
<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 varied</b>

## **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 only work for East and North Hertfordshire NHS Trust. You can work as a bank nurse but this must only be within your current department.
2. You must not be the sole nurse or the registered 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 be directly supervised by another registered nurse anytime you dispense or administer medication, until you have been formally assessed and certified as competent to do so by a registered nurse, and that certification has been received and acknowledged by your NMC case officer.
5. You must meet with your line manager, supervisor or mentor at least monthly. You must discuss:
  - a) Safe medicines practice
  - b) Clinical observations
  - c) Record keeping

- d) Communication with colleagues and patients.
6. You must provide a report from your line manager or supervisor to the NMC before any review hearing, addressing:
- a) Safe medicines practice
  - b) Clinical observations
  - c) Record keeping
  - d) Communication with colleagues and patients.
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.

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.