

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 23 September 2024**

Virtual Hearing

<b>Name of Miss Akpan:</b>	<b>Inemesit Nse-Abasi Akpan</b>
<b>NMC PIN</b>	22D0456O
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – April 2022
<b>Relevant Location:</b>	Norwich
<b>Panel members:</b>	Jill Wells (Chair, lay member) Liane Powell (Miss Akpan member) Linda Hawkins (Lay member)
<b>Legal Assessor:</b>	Megan Ashworth
<b>Hearings Coordinator:</b>	Khatra Ibrahim
<b>Nursing and Midwifery Council:</b>	Represented by Beverley Da Costa, Case Presenter
<b>Miss Akpan:</b>	Not present and unrepresented at this 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 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 limit your nursing employment to one substantive employer, if this is through an agency any placement must be on the same ward or clinical area for a period no less than six months.
2. You must not be the nurse in charge of any shift.
3. You must not be the sole registered nurse on any shift at any time.
4. You must have monthly meetings with your line manager and/or supervisor, or their nominated deputy, these meetings must discuss your clinical practice and competence with particular regard to:
  - a) medication administration and management.
  - b) safeguarding of patients.
  - c) management of patients under one-to-one care and at risk of falls.
  - d) Communication and interaction with staff and patients.
5. You must produce a report from your line manager and/or supervisor, or their nominated deputy, before any review hearing detailing your clinical practice and competence with particular regard to:
  - a) medication administration and management.
  - b) safeguarding of patients.
  - c) management of patients under one-to-one care and at risk of falls.
  - d) Communication and interaction with staff and patients.

6. 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.
  
7. 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.
  
8. 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.
  
9. 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.
  
10. 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 Miss Akpan'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, Miss Akpan 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 Miss Akpan. The NMC will write to Miss Akpan when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Akpan in writing.

That concludes this determination.