

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Wednesday, 4 September 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Raymond Odigie</b>
<b>NMC PIN</b>	1411780E
<b>Part(s) of the register:</b>	RNMH: Mental health nurse, level 1 (09 February 2016)
<b>Relevant Location:</b>	London
<b>Panel members:</b>	Vicki Wells (Chair, Registrant member) Tanya Tordoff (Registrant member) Janine Green (Lay member)
<b>Legal Assessor:</b>	Hala Helmi
<b>Hearings Coordinator:</b>	Zahra Khan
<b>Nursing and Midwifery Council:</b>	Represented by Lucie Danti, Case Presenter
<b>Mr Odigie:</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 was of the view that the public would remain suitably protected by the continuation of the following conditions:

‘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 practice to one substantive employer.
2. You must not be the nurse in charge of a shift.
3. You must ensure that you are supervised by another registered nurse any time you are providing patient care. Your supervision must consist of:
  - a. Working at all times on the same shift as, but not always directly observed by a registered nurse.
  - b. Monthly meetings with a supervisor or mentor who is a senior nurse to discuss your conduct.
  - c. A monthly audit of your record keeping by a supervisor to ensure accuracy. A written record of this audit must be made and provided to the NMC as part of the report specified in condition 4.
4. You must provide a report from your line manager, mentor, supervisor or nominated deputy, to the NMC before your next review hearing. Each report must comment on:
  - a. Your professional conduct.

- b. Your performance, including record keeping.

with particular reference to your insight in respect of the concerns arising out of the schedule of charges and your progress in remediating those concerns.

5. 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.
  
6. You must immediately give a copy of these conditions, and a copy of the schedule of charges to:
  - a. Your one substantive employer.
  - b. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  
7. 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.
  
8. 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. One substantive employer.
  - b. Any educational establishment.
  - c. Any other person(s) involved in your retraining and/or supervision required by these conditions.'

Unless Mr Odigie'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, Mr Odigie 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. Mr Odigie's case officer will write to him about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mr Odigie. The NMC will keep Mr Odigie informed of developments in relation to that issue.

This will be confirmed to Mr Odigie in writing.

That concludes this determination.