

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 21 January 2025**

Virtual Hearing

Name of Registrant:	Oladapo Fagbo
NMC PIN	22H2517E
Part(s) of the register:	Registered Nurse Adult Nurse – September 2022
Relevant Location:	Southampton
Panel members:	Judith Ebbrell (Chair, registrant member) Helen Hughes (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Shela Begum
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Mr Fagbo:	Present and represented by Anna Deery, 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 limit your nursing practice to one substantive employer which must not be via a bank or agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse any time you are working. 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) When managing and administering medications you must be directly observed until you are assessed as competent by your line manager, supervisor or mentor who must be a registered nurse.
4. You must have fortnightly meetings with your line manager, supervisor or mentor to discuss your clinical practice with specific reference to:
 - a) Management and administration of medications
 - b) Prioritisation and management of your clinical workload
 - c) Record keeping
 - d) Observations, clinical judgement and escalation of concerns
 - e) Nursing interventions

5. Prior to the next review of your case, you must send your NMC case officer a report outlining your meetings with your line manager, supervisor or mentor with specific reference to your:
 - a) Management and administration of medications
 - b) Prioritisation and management of your clinical workload
 - c) Record keeping
 - d) Observations, clinical judgement and escalation of concerns
 - e) Nursing interventions

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 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.

8. 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.

9. 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 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.