

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

**Interim Order Review Hearing
Wednesday 29 January 2025**

Virtual Hearing

Name of Registrant:	Chinelo Oluebube Orjiako
NMC PIN:	12F0826E
Part(s) of the register:	Registered Nurse – Sub Part 1 RNMH: Mental Health Nurse, (Level 1) – 30 October 2012
Relevant Location:	Essex
Panel members:	Debbie Hill (Chair, lay member) Pamela Campbell (Registrant member) Caroline Taylor (Lay member)
Legal Assessor:	Sean Hammond
Hearings Coordinator:	Emily Mae Christie
Nursing and Midwifery Council:	Represented by Alban Brahim, Case Presenter
Mrs Orjiako:	Present and represented by Marc Walker of 'What Rights?'
Interim order to be reviewed:	Interim conditions of practice order (14 months)
Outcome of review:	Interim conditions of practice order varied

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 practice to either one substantive employer or a single agency that can place you in one workplace.
2. You must follow your employer's medication administration policies and processes, and formally raise any concerns with your employer if you have difficulties upholding them.
3. You must ensure that you are supervised by a Registered Nurse any time you are working. Your supervision must consist of:
 - a) Working on the same shift as another qualified nurse at all times but not always directly supervised; and
 - b) Direct supervision when administering medication until you are deemed competent by your line manager.
4. You must participate in fortnightly meetings with your line manager, mentor or supervisor and discuss with them your clinical practice in relation to:
 - a) Medication management and administration.
 - b) Record keeping.
 - c) Information governance.

5. You must obtain a report from your line manager, mentor or supervisor, the report must contain information on your performance regarding the following:
 - a) Medication management and administration; and
 - b) Record keeping.
 - c) Information governance.
 - d) Your compliance with these conditions.

You must send your case officer the report prior to the next review.

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 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.

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

This will be confirmed to you in writing.

That concludes this determination.