

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 24 March 2025**

Virtual Hearing

Name of Registrant:	Olamide Afilaka
NMC PIN:	74Y1109E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 16 January 1978
Relevant Location:	Kent
Panel members:	Jill Wells (Chair, Lay member) John Anderson (Lay member) Karen McCutcheon (Registrant member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	John Kennedy
Nursing and Midwifery Council:	Represented by Linzi McQuade, Case Presenter
Ms Afilaka:	Not present and unrepresented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 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 was of the view that the public would remain suitably protected by the implementation 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 employment to a single substantive employer. This must not be an agency or Bank shifts.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by a registered nurse, of at least band 6, 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. Before undertaking any shifts, you must undertake training to address the regulatory concerns which relate to:
 1. Alleged abuse of people receiving care and
 2. Alleged poor communication.

The training should include the following areas:

- Safeguarding vulnerable adults
- Conflict resolution
- Deprivation of Liberty (DOLS) training for adults
- Treating patients with dignity and kindness

You must provide the NMC with evidence of the completed training within seven days of completing this.

5. You must meet with your line manager, mentor, or supervisor every month discuss your performance in the areas relating to the regulatory concerns:
 1. Alleged abuse of people receiving care and
 2. Alleged poor communication.
6. You must send your NMC Case Officer a report in advance of the next NMC review hearing from your line manager, mentor, or supervisor demonstrating the discussions regarding the following regulatory concerns:
 1. Alleged abuse of people receiving care and
 2. Alleged poor communication.
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 NMC case officer within seven days of accepting any course of study.
 - b. Giving your NMC 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 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 NMC 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 NMC 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

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Ms Afilaka'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, Ms Afilaka 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. Ms Afilaka's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Ms Afilaka. The NMC will write to Ms Afilaka when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Afilaka in writing.

That concludes this determination.