

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

**New Interim Order Hearing
Wednesday, 26 March 2025**

Virtual Hearing

| | |
|---------------------------------------|--|
| Name of Registrant: | Augustine Ogbonna |
| NMC PIN | 22L1620O |
| Part(s) of the register: | RNMH: Mental health nurse, level 1 (22 December 2022) |
| Relevant Location: | Nottingham |
| Panel members: | Rachel Onikosi (Chair, Lay member) Carson Black (Lay member) Kathryn Smith (Registrant member) |
| Legal Assessor: | Angus Macpherson |
| Hearings Coordinator: | John Kennedy |
| Nursing and Midwifery Council: | Represented by Isabella Kirwan, Case Presenter |
| Mr Ogbonna: | Present and represented by Neomi Bennett, instructed by Equality For Black Nurses |
| Interim order directed: | Interim conditions of practice order (18 month) |

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

It has therefore 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 restrict your practice to current named Nottinghamshire NHS Trust.
2. You will ensure that you are supervised by another registered nurse any time you are working. Your supervision will consist of working at all times on the same shift as, but not always directly observed by, your manager or a registered nurse nominated by your manager.
3. You will not administer medication unless supervised by another registered nurse nominated by your manager (except in life threatening emergencies). This supervision will consist of being directly observed until you have successfully completed three consecutive medication competency assessments (including calculation of medication doses), and your manager is satisfied that you are able to administer medication independently.

4. You will send your case officer evidence of the successfully completed medication competencies within two weeks of their completion.
5. You will work with your manager to create a personal development plan (PDP). Your PDP will address the concerns about:
 - Medication management and administration
 - Record keeping
 - Completing observations including neurological observations
 - Managing emergency situations including choking and ligatures
 - Management of patient falls

You will send your case officer a copy of your PDP within three months of these undertakings becoming effective.

6. You must meet with your manager every month to ensure that you are making progress towards aims set out in your PDP. You will send your case officer a report from your manager every two months. This report will show your progress towards achieving the aims set out in your PDP and specifically address the standard of your clinical practice and knowledge in each of the areas.
7. You will undertake a reflective discussion with another registered nurse in which you reflect on the areas identified within your PDP, your professional responsibility, and your learning in these areas. You will make a record of the discussion, which will be signed by the other registered nurse.
8. 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.
9. 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.
10. 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.
11. 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.
12. 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

The panel decided to make this interim order for a period of 18 months as the matters are at an early stage of investigation.

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 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 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.