

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday 26 October 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Grethe Adede Osei</b>
<b>NMC PIN</b>	10F1803E
<b>Part(s) of the register:</b>	Registered Nurse Nursing – RNMH – 1 June 2011
<b>Relevant Location:</b>	Bristol
<b>Panel members:</b>	Rama Krishnan (Chair, Lay member) Elizabeth Williamson (Registrant member) Eleanor Harding (Lay member)
<b>Legal Assessor:</b>	Breige Gilmore
<b>Hearings Coordinator:</b>	Amie Budgen
<b>Nursing and Midwifery Council:</b>	Represented by Jonathan Deans, Case Presenter
<b>Mrs Osei:</b>	Present and represented by Ms Nicola Leonard, instructed by the Royal College of Nursing (RCN)
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (15 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 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 can be an agency.*
2. *You must not be the nurse in charge of the shift.*
3. *You must ensure you are supervised by a registered nurse anytime you are working. Your supervision must consist of:*
  - a) *Working at all time on the same shift, but not always directly observed by a registered nurse;*
  - b) *Monthly meetings with your line manager, mentor or supervisor to discuss your progress with specific reference to*
    - i. *Risk assessment*
    - ii. *Safeguarding.*
4. *You must provide a report to the NMC from your line manager, mentor or supervisor before any future review hearing. This must include reference to your progress and clinical practice with specific reference to:*
  - a) *Risk Assessment*
  - b) *Safeguarding.*

5. *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.*
  
6. *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.*
  
7. *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.*
  - e) *Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity*
  
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.'*

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 her 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.