

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 8 April 2024**

Virtual Hearing

| | |
|---------------------------------------|---|
| Name of Registrant: | Edward Utubor |
| NMC PIN | 16D0859E |
| Part(s) of the register: | Registered Nurse Adult Nursing (February 2022) |
| Relevant Location: | Harrow |
| Panel members: | Diane Meikle (Chair, Lay member) Aileen Cherry (Registrant member) Julian Graville (Lay member) |
| Legal Assessor: | Patricia Crossin |
| Hearings Coordinator: | John Kennedy |
| Nursing and Midwifery Council: | Represented by Dominic Bardill, Case Presenter |
| Mr Utubor: | Not present. Represented via written submissions by Royal College of Nursing |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | Interim conditions of practice order confirmed |

Decision and reasons on interim order

The panel decided to confirm 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 limit your nursing practice to one substantive employer, which must not be an agency.
2. Your employer must ensure that you undertake a preceptorship programme as soon as you start a new role.
3. You should not be the nurse in charge or the sole registered nurse on any shift. Working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must work at all times under the direct supervision of a registered nurse when managing and administering medication until assessed as competent by your line manager, mentor or supervisor.
5. You must meet with your line manager, mentor or supervisor (or their nominated deputy) every two weeks to discuss the progress and standard of your clinical performance. With reference to medication management and administration, record keeping, communication, time management, use of assessment tools, recognition of unwell patients and care of the dying.

6. You must create and keep a personal development plan (PDP) with particular reference to medication management and administration, record keeping, communication, time management, use of assessment tools, recognition of unwell patients and care of the dying. You must provide the NMC with a copy of your PDP prior to your next review.
7. You must provide a report to the NMC from your line manager, mentor or supervisor commenting on your professional competence and teamwork prior to your next review.
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 working 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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Utubor'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, Mr Utubor 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. Mr Utubor's case officer will write to him 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 Mr Utubor. The NMC will write to Mr Utubor when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Utubor in writing.

That concludes this determination.