

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 19 January 2024**

Virtual Hearing

Name of Registrant:	Courage Oluchi Onunkwo
NMC PIN	18I3069S
Part(s) of the register:	Registered Nurse - Adult RNA September 2021
Relevant Location:	Scotland
Panel members:	Mahjabeen Agha (Chair, lay member) Judith Francois (Registrant member) Wendy West (Lay member)
Legal Assessor:	Robin Hay
Hearings Coordinator:	Flynn Cammock-Nicholls
Nursing and Midwifery Council:	Represented by Lucie Danti, Case Presenter
Mrs Onunkwo:	Present and represented by Catherine Scrivens, instructed by UNISON
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

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

The panel decided that there are workable conditions that could be formulated that would sufficiently mitigate the risk. As such it 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 that is not an agency.
2. You must not work in an acute care environment.
3. You must ensure that you are supervised by another Registered Nurse 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, another Registered Nurse.
4. You must limit your nursing practice to daytime shifts.
5. You must not be the nurse in charge of any shift.
6. You must have fortnightly meetings with your line manager, supervisor, or mentor about your all-around clinical performance and conduct including but not limited to:
 - a) time management
 - b) record keeping

- c) escalating clinical concerns and seeking advice
 - d) handovers
 - e) wound care
 - f) observations
 - g) medications administration.
7. You must keep us 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 us 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.
9. 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.
10. 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.

11. 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 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.

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 you 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.