

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 11 March 2024**

Virtual Hearing

**Name of Registrant:** Emmanuella Mariet Anatuanya

**NMC PIN** 99D0296E

**Part(s) of the register:** Registered Nurse – Adult-RNA  
October 2002

**Relevant Location:** Leeds

**Panel members:** Christopher Taylor (Chair, Registrant member)  
Julian Graville (Lay member)  
Angela Williams (Lay member)

**Legal Assessor:** Fiona Barnett

**Hearings Coordinator:** Rebecka Selva

**Nursing and Midwifery Council:** Represented by Nisha Bambhra, Case Presenter

**Ms Anatuanya:** Present and represented by Neair Maqboul, instructed by Royal College of Nursing (RCN)

**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 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 must not be an agency.
2. You must not be the sole nurse in charge of any shift or ward.
3. You must ensure that you are working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must ensure that you are assessed and deemed competent in relation to hand hygiene and infection control by an Infection Control nurse. You must send evidence of successful assessment to the NMC within seven days of completion.
5. You must meet with your line manager, supervisor or mentor on a fortnightly basis to discuss your practice with particular regard to:
  - Infection control practice
  - Your approach to your learning and future development in the workplace
6. You must send the NMC a report seven days in advance of the next NMC hearing or meeting from your line manager, supervisor or mentor commenting on your:
  - Infection control practice

- Your approach to your learning and future development in the workplace
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 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 Ms Anatuanya'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 Anatuanya 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 Ms Anatuanya. The NMC will write to Ms Anatuanya when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Anatuanya in writing.

That concludes this determination.