

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 07/03/2024**

Virtual Hearing

**Name of Registrant:** Joseph Ehiabhi Onokuah

**NMC PIN:** 22A0350E

**Part(s) of the register:** Registered Nurse – Sub Part 1  
Mental Health Nursing – November 2022

**Relevant location:** Leeds

**Panel members:** Diane Meikle (Chair, lay member)  
Carole Panteli (Registrant member)  
Anne Brown (Lay member)

**Legal Assessor:** Paul Hester

**Hearings Coordinator:** Eidvile Banionyte

**Nursing and Midwifery Council:** Represented by George Hugh-Jones, Case  
Presenter

**Mr Onokoah:** Present and represented by Mary-Teresa  
Deignan, instructed by the 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 only work for one single substantive employer which must not be an agency and you must not undertake any bank shifts.
2. You must not be the sole nurse on duty on any shift.
3. You must be directly supervised by another registered nurse anytime you are undertaking the following, until you have been assessed and deemed competent by another registered nurse:
  - a) Assessment of patients and care planning.
  - b) Medicines management and administration.
  - c) Undertaking risk assessments of patients.
4. You must meet with your line manager every two weeks to discuss your progress in achieving the competencies above. You must also discuss the following:
  - a) Effective communication.
  - b) Time management.
  - c) Record keeping.

5. You must provide a report from your line manager commenting on:
  - a) Your progress in achieving the competencies above.
  - b) Effective communication.
  - c) Time management.
  - d) Record keeping.

This report must be provided to your case officer at the NMC prior to any review.

6. 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.

7. 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.

8. 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.

9. 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.

10. 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 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 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.