

## Disposal details

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Undertakings Agreed
15/05/2025

### Decision on Undertakings

Between March 2023 and July 2024, you lacked competence, in that you failed to demonstrate the standard of knowledge, skill and judgment required to practise without supervision as a nurse in the following areas:

- Medication administration
- Record keeping
- Escalating concerns
- Managing a deteriorating patient
- Infection control
- Patient Care
- Prioritisation and time management.

This does not meet with the standards expected of nurses and midwives. The Code sets out the relevant standards at paragraphs 3, 3.1, 3.2, 6, 6.2, 10, 13, 13.1, 15, 15.2, 18, 19, 19.1, 19.3:

#### Prioritise People

3 Make sure that people's physical, social and psychological needs are assessed and responded to

To achieve this, you must:

- 3.1 pay special attention to promoting wellbeing, preventing ill health and meeting the changing health and care needs of people during all life stages
- 3.2 recognise and respond compassionately to the needs of those who are in the last few days and hours of life

#### Practise effectively

6 Always practise in line with the best available evidence

To achieve this, you must:

6.2 maintain the knowledge and skills you need for safe and effective practice

10 Keep clear and accurate records relevant to your practice This applies to the records that are relevant to your scope of practice. It includes but is not limited to patient records.

Preserve Safety

13 Recognise and work within the limits of your competence

To achieve this, you must, as appropriate:

13.1 accurately identify, observe and assess signs of normal or worsening physical and mental health in the person receiving care

15 Always offer help if an emergency arises in your practice setting or anywhere else To achieve this, you must:

15.2 arrange, wherever possible, for emergency care to be accessed and provided promptly

18 Advise on, prescribe, supply, dispense or administer medicines within the limits of your training and competence, the law, our guidance and other relevant policies, guidance and regulations

19 Be aware of, and reduce as far as possible, any potential for harm associated with your practice

To achieve this, you must:

19.1 take measures to reduce as far as possible, the likelihood of mistakes, near misses, harm and the effect of harm if it takes place.

19.3 keep to and promote recommended practice in relation to controlling and preventing infection

Undertaking	Detail	Time to Complete
Undertaking1	You must only work for a single substantive employer and not for an agency	12 months from effective start date
Undertaking2	You must not be the nurse in charge of any shift at any time or the sole nurse on duty	12 months from effective start date
Undertaking3	You must ensure that you are indirectly supervised 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 a registered nurse	12 months from effective start date
Undertaking4	You must ensure that you are directly supervised at all times when administering or managing medication until you are successfully assessed as competent to do so independently by a registered nurse. Evidence of this successful assessment must be sent to your Case Officer at the NMC within 7 days of completion	12 months from effective start date
Undertaking5	You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns regarding:  a. Medication administration b. Record keeping c. Escalating concerns	12 months from effective start date

	<p>d. Managing a deteriorating patient  e. Infection control  f. Patient Care  g. Prioritisation and time management</p> <p>You must send your case officer a copy of your PDP within 14 days of commencing employment</p>	
Undertaking6	<p>You must meet with your line manager, mentor or supervisor monthly to discuss your progress in relation to the aims of your PDP, with particular regard to:</p> <p>a. Medication administration  b. Record keeping  c. Escalating concerns  d. Managing a deteriorating patient  e. Infection control  f. Patient Care  g. Prioritisation and time management</p>	12 months from effective start date
Undertaking7	<p>You must send your case officer a written record from your line manager, mentor or supervisor monthly. This report must show your progress towards achieving the aims set out in your PDP, with particular regard to:</p> <p>a. Medication administration  b. Record keeping  c. Escalating concerns  d. Managing a deteriorating patient  e. Infection control  f. Patient Care  g. Prioritisation and time management.</p>	12 months from effective start date
Undertaking8	<p>You will keep the NMC informed about anywhere you are working by:</p> <p>a. Telling your case officer within seven days of accepting or leaving any employment.  b. Giving your case officer your employer's contact details</p>	12 months from effective start date
Undertaking9	<p>You will keep the NMC informed about anywhere you are studying by:</p> <p>a. Telling your case officer within seven days of accepting and/or resuming any course of study.  b. Giving your case officer the name and contact details of the organisation offering that course of study</p>	12 months from effective start date
Undertaking10	<p>You will immediately give a copy of these undertakings to:</p> <p>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</p>	12 months from effective start date
Undertaking11	<p>You will tell your case officer, within seven days of your becoming aware of:</p> <ul style="list-style-type: none"> <li>• Any clinical incident you are involved in.</li> <li>• Any investigation started against you.</li> <li>• Any disciplinary proceedings taken against you</li> </ul>	12 months from effective start date
Undertaking12	<p>You will allow your case officer to share, as necessary, details about your performance, your compliance with and progress towards completing these undertakings with:</p> <ul style="list-style-type: none"> <li>• Any current or future employer.</li> <li>• Any educational establishment with which you are registered.</li> <li>• Any other person(s) involved in your retraining and/or supervision required by these</li> </ul>	12 months from effective start date

