

## Disposal details

Enovwo Joy Awadje
Undertakings Agreed
13/03/2026

### Decision on Undertakings

Between May 2022 and September 2024, in various locations, you demonstrated poor clinical practice in the following areas:

- medicines management and administration
- patient assessment
- record keeping
- prioritisation of work and time management
- escalation of deteriorating patient.

In addition, you failed to treat patients respectfully and your communication with colleagues was poor.

This conduct does not meet with the standards expected of nurses, midwives, and nursing associates as stated in The Code (NMC, 2015, updated 2018) at paragraphs 1, 2, 8, 8.1, 10,13.1, 13.2, 18, 20.1 as follows:

1.Treat people as individuals and uphold their dignity

2 Listen to people and respond to their preferences and concerns

8 Work co-operatively

To achieve this, you must:

8.1 respect the skills, expertise and contributions of your colleagues, referring matters to them when appropriate

10. Keep clear and accurate records relevant to your practice

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

13.2 make a timely referral to another practitioner when any action, care or treatment is required

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

20.1 keep to and uphold the standards and values set out in the Code

Undertaking	Detail	Time to Complete
Undertaking1	You will limit your nursing practice to no more than two substantive employers for the 12 month duration of these undertakings. Your employers must not be agencies.	12 months from effective start date
Undertaking2	You will ensure that you are supervised by another registered nurse any time you are working. Your supervision will consist of: <ul style="list-style-type: none"> <li>• Working at all times on the same shift as, but not always directly supervised by, another registered nurse until such time as you have completed the requirements of undertaking 3.</li> </ul>	12 months from effective start date
Undertaking3	You will work with your line manager or mentor to create a personal development plan (PDP). The PDP will specifically address the concerns about you: <ul style="list-style-type: none"> <li>• medication administration and management including where possible IV administration</li> <li>• record keeping</li> <li>• patient assessment</li> <li>• prioritisation of work and time management</li> <li>• escalation of the deteriorating patient.</li> <li>• communication skills.</li> </ul>	12 months from effective start date
Undertaking4	You will send your case officer the following: <ul style="list-style-type: none"> <li>• a copy of your PDP within one month of your gaining employment as a registered nurse</li> <li>• a report from your line manager or mentor every 3 months. This report will show your progress towards achieving the aims set out in your PDP and comment on the standard of your practice in relation to the areas identified in your PDP.</li> </ul> <p>The final report sent at month 12 should contain a signed statement from your line manager or mentor that you have achieved the competencies required in the areas specified above.</p>	12 months from effective start date
Undertaking5	You will send your case officer, within 12 months of these undertakings becoming effective, evidence that you have successfully completed: <ul style="list-style-type: none"> <li>• An accredited training course in 'Communication Skills', which can be online but must contain some form of practical assessment of effective communication to ensure optimal patient care.</li> </ul>	12 months from effective start date
Undertaking6	You will send your case officer a reference from your line manager or workplace supervisor, detailing your compliance with these undertakings and your nursing practice generally, within 12 months of these undertakings taking effect.	12 months from effective start date

Undertaking7	<p>You will keep the NMC informed about anywhere you are working by:</p> <ol style="list-style-type: none"> <li>a. Telling your case officer within seven days of accepting or leaving any employment.</li> <li>b. Giving your case officer your employer's contact details.</li> </ol>	12 months from effective start date
Undertaking8	<p>You will keep the NMC informed about anywhere you are studying by:</p> <ol style="list-style-type: none"> <li>a. Telling your case officer within seven days of accepting and/or resuming any course of study.</li> <li>b. Giving your case officer the name and contact details of the organisation offering that course of study.</li> </ol>	12 months from effective start date
Undertaking9	<p>You will immediately give a copy of these undertakings to:</p> <ol style="list-style-type: none"> <li>a. Any organisation or person you work for.</li> <li>b. Any agency you apply to or are registered with for work.</li> <li>c. Any employers you apply to for work (at the time of application).</li> <li>d. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.</li> </ol>	12 months from effective start date
Undertaking10	<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
Undertaking11	<p>You will allow your case officer to share/obtain, as necessary, details about your performance, your compliance with and progress towards completing these undertakings with/from:</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 undertakings.</li> </ul>	12 months from effective start date