

## Disposal details

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Undertakings Agreed
10/12/2025

### Decision on Undertakings

While working as a newly qualified Band 5 nurse on an acute medical ward from April to October 2024, you failed to demonstrate the necessary knowledge and skill to practise as a nurse without supervision in the following areas of care:

- a) medication management
- b) escalating concerns
- c) recognising deterioration of patients
- d) care planning
- e) communication

This conduct does not meet with the standards expected of nurses, midwives and nursing associates. The Code sets out the relevant standards of conduct at paragraphs 6, 8, 13 and 18.

6 Always practise in line with the best evidence available

To achieve this you must:

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

8 Work cooperatively

To achieve this you must:

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

8.2 maintain effective communication with colleagues

8.3 keep colleagues informed when you are sharing the care of individuals with other healthcare professionals and staff

13 Recognise and work within the limits of your competence

To achieve this you must:

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

13.2 make a timely and appropriate referral to another practitioner when it is in the best interests of the individual needing any action, care or treatment

13.3 ask for help from a suitably qualified and experienced healthcare professional to carry out any action or procedure that is beyond the limits of your competence

13.5 complete the necessary training before carrying out a new role

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

Undertaking	Detail	Time to Complete
Undertaking1	You will limit your nursing practice to one substantive employer, which will not be an agency.	1 month from effective start date
Undertaking2	You must not be the nurse in charge of any shift for the duration of these undertakings.	12 months from effective start date
Undertaking3	<p>You must work on the same shift as but not necessarily directly supervised by a nurse who is senior to you, any time you are working until you are signed off as competent. Your supervision will consist of being observed while carrying out all clinical procedures associated with the named areas of practice below.</p> <ul style="list-style-type: none"> <li>- effective communication with patients and colleagues</li> <li>- recognising the deterioration patient and escalating concerns</li> <li>- understanding patient needs and care plans</li> </ul> <p>Once you have been deemed competent in all the named areas you must send evidence within one month to your named case officer.</p>	12 months from effective start date
Undertaking4	<p>You will not administer medication unless under the direct supervision of another registered nurse, until they deem you as competent to do so independently, following assessment of your medication administration and management. This includes all forms of medication administration.</p> <p>Once you have been deemed competent you must send evidence within one month to your named case officer.</p>	12 months from effective start date
Undertaking5	<p>You will work with your line manager or a supervisor/mentor appointed by your line manager, who must be a nurse who is senior to you, to create a personal development plan (PDP). You will meet monthly with them to discuss your progress. Your PDP, which will include relevant training and reflection, must address the following areas:</p> <ul style="list-style-type: none"> <li>• medicines management and administration</li> <li>• communication with patients and colleagues</li> <li>• recognising the deterioration patient and escalating concerns</li> <li>• understanding patient needs and care plans.</li> </ul> <p>You will:</p> <ul style="list-style-type: none"> <li>• Send your case officer a copy of your PDP within two weeks of you starting in a new role</li> <li>• Have monthly meetings with your line manager/supervisor to discuss the progress of your PDP and your overall performance.</li> <li>• Send your case officer a report from your line manager/supervisor every three months. This report will include feedback from your monthly meetings and show your progress towards achieving the aims set out in your PDP.</li> </ul>	12 months from effective start date
Undertaking6	You will keep a reflective practice profile to evidence how you are meeting the aims set out in your PDP. It will set out the nature of the care given and your reflections and learning.	12 months from effective start date

Undertaking7	You will 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	1 month from effective start date
Undertaking8	You will 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.	12 months from effective start date
Undertaking9	You will immediately give a copy of these undertakings 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.	1 month from effective start date
Undertaking10	You will tell your case officer, within seven days of your becoming aware of: • Any clinical incident you are involved in • Any investigation started against you • Any disciplinary proceedings taken against you.	1 month from effective start date
Undertaking11	You will allow your case officer to share, as necessary, details about your performance, your compliance with and progress towards completing these undertakings with: • Any current or future employer • Any educational establishment • Any other person(s) involved in your retraining and/or supervision required by these undertakings.	1 month from effective start date
Undertaking12	Our expectation is that you will have successfully completed these undertakings within 12 months of them becoming effective.	12 months from effective start date