

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 15 December 2025**

Virtual Hearing

Name of Registrant:	Enyinnaya Michael Orji
NMC PIN:	21H1598O
Part(s) of the register:	Registered Nurse – Adult RNA – August 2021
Relevant Location:	Birmingham
Panel members:	Michael Lupson (Chair, Lay member) Jane Hughes (Registrant member) Danielle Sherman (Lay member)
Legal Assessor:	Caroline Hartley
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Lindsey McFarlane, Case Presenter
Mr Orji:	Present and represented by Lauren Bohill, 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 18 months.

'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 within the University of Birmingham NHS Trust. You must only work within the Medical Assessment Unit (MAU) and/or the A&E department.
2. You must not be the nurse in charge.
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 meet with your line manager, supervisor or mentor fortnightly to discuss your performance generally including in relation to the following:
 - a) Management of challenging situations
 - b) Assessment and documentation
 - c) [PRIVATE]
5. You must provide a report to the NMC from your line manager, supervisor or mentor, before any review hearing or meeting specifically outlining your performance in relation to:
 - a) Management of challenging situations
 - b) Assessment and documentation
 - c) [PRIVATE]

6. 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.
7. You must immediately give a copy of these conditions to the University of Birmingham NHS Trust.
8. 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.
9. 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

The panel decided to impose the interim conditions of practice order for a period of 18 months as the NMC's investigation is at an early stage and is likely to be complex.

Unless your case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at this meeting, and you will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, the panel will review the interim order at a hearing which you will be invited to attend in person, send a representative on your behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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.

That concludes this determination.

This decision will be confirmed to you in writing.