

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Tuesday, 2 December 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Stephanie Itohan Osayande
<b>NMC PIN:</b>	22A2032E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Children Nursing – 4 October 2022
<b>Relevant Location:</b>	Tameside
<b>Panel members:</b>	Michael Fowkes (Chair, lay member) Hazel Walsh (Registrant member) Bryan McFarland (Lay member)
<b>Legal Assessor:</b>	Alain Gogarty
<b>Hearings Coordinator:</b>	Adaobi Ibuaka
<b>Nursing and Midwifery Council:</b>	Represented by Selena Jones, Case Presenter
<b>Miss Osayande:</b>	Not present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## **Decision and reasons on interim order**

The panel decided to confirm the current interim conditions of practice order.

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 limit your nursing practice to one substantive employer. This must not be an agency or bank work.
2. You must not be the nurse in charge of any shift.
3. You must not work in a night shift.
4. You must not undertake any medication administration or management unless directly supervised by a registered Band 5 nurse or above, until you are assessed by your line manager, mentor, or supervisor, as competent to administer and manage medication independently.
5. You must ensure that you are supervised by a registered Band 5 nurse or above, any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly supervised by a registered Band 5 nurse or above.
6. You must meet fortnightly with your line manager, mentor, or supervisor to discuss all aspects of your clinical practice with specific regard to the following areas:
  - a) Medication administration and management.

- b) Patient assessment
- c) Record keeping

7. Prior to any NMC review hearing or meeting, you must send a report from your line manager, supervisor, or mentor to your NMC case officer, commenting on your clinical practice with particular reference to the following:

- a) Medication administration and management.
- b) Patient assessment
- c) Record keeping

8. You must 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.

9. 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.

10. 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.

11. 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.

12. 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 Miss Osayande's 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, Miss Osayande or the 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations<sup>s</sup> made against Miss Osayande. The NMC will keep Miss Osayande informed of developments in relation to that issue.

This will be confirmed to Miss Osayande in writing.

That concludes this determination.