

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 17 December 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Emmanuel Kennedy Oyoyo
<b>NMC PIN:</b>	20A2026E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Mental Health Nurse (Level 1) – 6 March 2020
<b>Relevant Location:</b>	Cardiff
<b>Panel members:</b>	Michael McCulley (Chair, lay member) Helen Hughes (Registrant member) Danielle Sherman (Lay member)
<b>Legal Assessor:</b>	Abigail Stamp
<b>Hearings Coordinator:</b>	Adaobi Ibuaka
<b>Nursing and Midwifery Council:</b>	Represented by Ben Anson Jones, Case Presenter
<b>Mr Oyoyo:</b>	Not present and written submissions by the Royal College of Nursing(RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

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

The panel decided to make. an interim conditions of practice order for a period of 18 months.

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 only work either for a single substantive employer or when working as an agency nurse you must be allocated to a single place of work for a minimum of 3 months duration, where there is a consistency of supervision.
2. You must not be the sole nurse on duty or be in charge of any nursing shift.
3. You must ensure you are supervised anytime you are working and your supervision must consist of working at all times on the same shift but not always directly supervised by another registered nurse.
4. You must ensure that you are directly supervised by another registered nurse at any time you are involved in the administration of medication, until you have been signed off as competent by another registered nurse. Verification of this signed off competency must be sent to the NMC case officer within seven days of sign off.
5. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss the standard of your general performance with particular regard reference to:
  - a) Medication administration

- b) Record keeping.
  - c) Prioritising patient care
6. You must obtain a report from your line manager, mentor or supervisor which must be sent to your NMC case officer prior to your next review of these conditions. The report should comment specifically on:
- a) Medication administration
  - b) Record keeping.
  - c) Prioritising patient care
7. You must keep us 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.
8. You must keep us 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.
9. 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.
10. 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.

11. 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 Mr Oyoyo'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, Mr Oyoyo or the Nursing and Midwifery Council (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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Oyoyo. The NMC will write to Mr Oyoyo when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Oyoyo in writing.

That concludes this determination.