

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

**Interim Order Review Hearing  
Monday, 22 December 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Nneoma Stanhope Ubani-Ukoma</b>
<b>NMC PIN:</b>	99I3678E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) 14 September 2002
<b>Relevant Location:</b>	Rhondda Cynon Taf
<b>Panel members:</b>	Linda Owen (Chair, Lay member) Karin Downer (Registrant member) Callum Lamont (Lay member)
<b>Legal Assessor:</b>	Gillian Hawken
<b>Hearings Coordinator:</b>	Sara Glen
<b>Nursing and Midwifery Council:</b>	Represented by Sylvia Opoku, Case Presenter
<b>Miss Ubani-Ukoma:</b>	Not present and not represented at this hearing
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 be directly supervised by another registered nurse anytime you are administering medications until you have been assessed as competent by another registered nurse in medications management and administration.

To be deemed competent you must have undertaken and successfully completed at least five supervised medication competency assessments over five different shifts. Each assessment must also include assessing and completing the associated record keeping documentation. Each assessment must take place on a different shift.

2. You must not be the sole nurse on shift or the nurse in charge until you have been assessed as competent in medicine management and administration as above.
3. You must undertake monthly meetings with your line manager, mentor or supervisor to discuss your medications management and administration.
4. You must send the NMC a report seven days in advance of the next NMC hearing or meeting from your line manager, mentor or

supervisor detailing your progress in medications management and administration.

5. 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.
  
6. You must immediately give a copy of these conditions to:
  - a) Any organisation or person you work for.
  - b) Any agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
  
7. 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.
  
8. 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 Ubani-Ukoma'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 Ubani-Ukoma 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Ubani-Ukoma. The NMC will keep Miss Ubani-Ukoma informed of developments in relation to that issue.

This will be confirmed to Miss Ubani-Ukoma in writing.

That concludes this determination.