

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 10 December 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Jennifer Ese Ukpedor
<b>NMC PIN</b>	22L0967O
<b>Part(s) of the register:</b>	Registered Nurse - RNA Adult Nursing - December 2022
<b>Relevant Location:</b>	Salford
<b>Panel members:</b>	John Anderson (Chair, Lay member) Helen Hughes (Registrant member) Danielle Sherman (Lay member)
<b>Legal Assessor:</b>	Alain Gogarty
<b>Hearings Coordinator:</b>	Sabrina Khan
<b>Nursing and Midwifery Council:</b>	Represented by Tessa Donovan, Case Presenter
<b>Miss Ukpedor:</b>	Present and represented by Samantha Madden, instructed by Royal College of Nursing (RCN)
<b>Interim order to be reviewed:</b>	Interim suspension order (18 months)
<b>Outcome of review:</b>	<b>Interim suspension order replaced with interim conditions of practice order</b>

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

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

As such it determined that the following conditions were 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 for one substantive employer, namely Salford Royal NHS Trust.
2. You must not be the nurse in charge of a shift.
3. At all times that you are practising you must be subject to indirect supervision by another registered nurse.
4. You must work under direct supervision when undertaking:
  - medication administration
  - naso-gastric (NG) / enteral tube placement

until such time as you are assessed and signed off as competent in each specific task by your employer.

5. You must meet fortnightly with your line manager, mentor or supervisor to discuss and reflect upon:
  - medication administration
  - naso-gastric (NG) / enteral tube placement
  - duty of candour

- acting within the scope of your competence
6. You must provide a report to the NMC before the next review of your case in relation to your discussions in the following areas:
- medication administration
  - naso-gastric (NG) / enteral tube placement
  - duty of candour
  - acting within the scope of your competence
7. You must notify the NMC in writing within 7 days if you fail to comply with any of the conditions or if there are any concerns raised by your employer about your performance or conduct.
8. You must co-operate with any reasonable requests from the NMC for information, attendance at review meetings or provision of evidence about compliance with these conditions.
9. 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.
10. You must keep the NMC informed about anywhere you are studying by:
- a) Telling your NMC 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.
11. 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.

12. 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.

13. 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 your 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, you 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 reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a panel at an administrative meeting. Your case officer will write to you about this in due course.

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.

This will be confirmed to you in writing.

That concludes this determination.