

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 17 January 2025**

Virtual Hearing

Name of Registrant:	Tania Osisemo Bindolene Smith	
NMC PIN	22I3232E	
Part(s) of the register:	Registered Nurse Mental Health- RNMH- October 2022	
Relevant Location:	London	
Panel members:	Jill Wells	(Chair, Lay member)
	Judith Francois	(Registrant member)
	Reni Aina	(Lay member)
Legal Assessor:	Tracy Ayling	
Hearings Coordinator:	Eleanor Wills	
Nursing and Midwifery Council:	Represented by Alex Granville, Case Presenter	
Miss Smith:	Present and represented by Catherine Scrivens, instructed by UNISON	
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 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 limit your practice to one substantive employer. This can be an agency or bank work but with a minimum placement of three months on the same ward or unit.
2. You must not be the nurse in charge.
3. You must ensure that you are supervised by a Registered Nurse any time you are working. Your supervision must consist of 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/mentor to discuss:
 - i. Your progress and general performance as a nurse
 - ii. Management of your clinical workload
 - iii. Record keepingIf you are working more than 20 hours a week you must undertake these meetings fortnightly. If you are working less than 20 hours a week you must undertake these meetings monthly.
5. You must obtain a report from your line manager/supervisor/mentor in relation to your progress and general performance as a nurse, management of your clinical workload and record keeping. You must

send this report to your NMC case officer seven days prior to any review hearing.

6. 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.

7. 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.

8. 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.

9. 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.

10. 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 make this interim order for a period of 18 months given the current early stage of the NMC investigation.

Unless Miss Smith'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 Smith 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 Miss Smith. The NMC will write to Miss Smith when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Smith in writing.

That concludes this determination.