

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 26 June 2025**

Virtual Hearing

Name of Registrant:	Enovwo Joy Awadje
NMC PIN:	19G0651E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 8 October 2019
Relevant Location:	England
Panel members:	Sarah Hamilton (Chair, Lay member) Debbie Holroyd (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Emma Norbury-Perrott
Nursing and Midwifery Council:	Represented by Dr Persaud, Case Presenter
Ms Awadje:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

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 single substantive employer. If this employer is through an agency, each single clinical placement must be no less than a 3 month period in one clinical setting.
2. You must ensure that you are directly supervised by another registered nurse any time you are involved in the administration and management of medication until you are assessed and signed off as competent by another registered nurse.
Evidence of successful completion must be sent to your NMC case officer within seven days of completion.
3. You must not be the registered nurse in charge of any shifts.
4. You must ensure that you are supervised anytime you are working. Such supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
5. You must meet with your line manager, mentor, or supervisor monthly to have reflective discussions in relation to your clinical competence specifically in the following areas of concern:

- a) medication administration and management
- b) patient assessment
- c) record keeping and documentation
- d) prioritisation of work and time management
- e) treating patients with dignity and respect
- f) escalation of a deteriorating patient.

6. You must send your NMC case officer prior to any review hearing or meeting, a report from your line manager, mentor or supervisor, which details your progress in relation to the matters of:

- a) medication administration and management
- b) patient assessment
- c) record keeping and documentation
- d) prioritisation of work and time management
- e) treating patients with dignity and respect
- f) escalation of a deteriorating patient.

7. 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.

8. 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.

9. 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.

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 Ms Awadje'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, Ms Awadje 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, the 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 reviewing panel at an administrative meeting. Ms Awadje's case officer will write to her 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 Ms Awadje. The NMC will write to Ms Awadje when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Awadje in writing.

That concludes this determination.