

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 24 June 2025**

Virtual Hearing

Name of Registrant:	Tania Osisemo Bindolene Smith	
NMC PIN:	22I3232E	
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nurse – Level 1 (3 October 2022)	
Relevant Location:	London	
Panel members:	Liz Maxey Jane Hughes Darren Rice	(Chair, Registrant member) (Registrant member) (Lay member)
Legal Assessor:	Ben Stephenson	
Hearings Coordinator:	Zahra Khan	
Nursing and Midwifery Council:	Represented by Raj Joshi, Case Presenter	
Miss Smith:	Present and represented by Sean O'Neill, instructed by UNISON	
Interim order to be reviewed:	Interim conditions of practice order (18 months)	
Outcome of review:	Interim conditions of practice order varied	

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

As such, the panel determined that the public would remain suitably protected by the following varied conditions:

‘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 at the same hospital.
2. You must not be the nurse in charge.
3. You must ensure that you are indirectly 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 a single line manager/supervisor/mentor fortnightly to discuss:
 - i. Your progress and general performance as a nurse
 - ii. Management of your clinical workload
 - iii. Record keeping
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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

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, 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. 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.