

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 27 November 2025**

**Virtual Hearing**

<b>Name of Registrant:</b>	Theodora Anulika Obi
<b>NMC PIN:</b>	24D1258O
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) 18 April 2024
<b>Relevant Location:</b>	Craigavon, County Armagh
<b>Panel members:</b>	Katriona Crawley (Chair, lay member) Deborah Holroyd (Registrant member) Sophie Hutchinson (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Samara Baboolal
<b>Nursing and Midwifery Council:</b>	Represented by Beverley Da Costa, Case Presenter
<b>Mrs Obi:</b>	Present and supported in this hearing by Dr Ogechukwu Ilozue
<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 was of the view that the public would remain suitably protected by the variation of the following 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 working for one substantive employer. This must not be an agency or bank work
2. You must not work in a surgical theatre.
3. You must not be the nurse in charge or sole nurse on duty.
4. You must devise an action plan with your mentor, supervisor, or line manager. This action plan must address your:
  - Safe clinical practice as a Band 5 nurse;
  - Communication with patients and colleagues;
  - Record keeping;
  - Infection control;
  - Appropriate use of clinical equipment;
  - Time management; and
  - Professional conduct in the workplace.
5. You must work under the direct supervision of another registered nurse any time that you are working, until your action plan has been completed and you are signed off as competent by another registered nurse.

6. You must have fortnightly meetings with your line manager, mentor or supervisor to discuss your progress on your action plan.
7. Prior to any review hearing you must obtain and provide to your NMC case officer a report from your line manager, mentor or supervisor commenting on your progress on your action plan.
8. 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.
9. 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.
10. 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.
11. You must tell your NMC 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.

12. You must allow your NMC 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, 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.