

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Thursday, 23 October 2025**

Virtual Hearing

Name of Registrant:	Justice Ikpechukwu Oleka
NMC PIN:	14F0694E
Part(s) of the register:	Registered Nurse – Mental Health RNMH – 20 September 2014
Relevant Location:	Cambridgeshire
Panel members:	Robert Edward Pragnell (Chair, Lay member) Sarah Louise Morgan (Registrant member) Matthew James Clarkson (Lay member)
Legal Assessor:	Elisa Hopley
Hearings Coordinator:	Hamizah Sukiman
Nursing and Midwifery Council:	Represented by Debbie Churaman, Case Presenter
Mr Oleka:	Not present but represented in his absence by Neomi Bennett, of Equality4BlackNurses
Interim order to be reviewed:	Interim conditions of practice order (12 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 keep us 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.
2. You must keep us 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.
3. 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.

4. 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.
5. 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
6. You must not carry out medicine administration until you are signed off as competent to do so.
7. You must limit your nursing practice to one substantive employer (not undertake agency or bank shifts)
8. You must ensure that you work at all times on the same shift as, but not always directly observed by, a suitably qualified and experienced Registered Nurse. You should not be the sole nurse on duty or the nurse in charge.
9. You will send your case officer evidence that you have successfully completed any relevant training or courses.
10. You must keep a personal development log. The log must:
 - a) Be signed by your line manager each time.
 - b) You must send your case officer a copy of the log monthly including examples of:
 - Safeguarding of vulnerable adults

- Observation of patients
- Medication management/ administration
- General conduct and performance

11. You must work with your line manager or a senior manager to create a personal development plan (PDP). Your PDP must address the concerns about your clinical practice. You must:
 - a) Send your case officer a copy of your PDP monthly. This report must show your progress towards achieving the aims set out in your PDP

Unless Mr Oleka'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, Mr Oleka 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, 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. Mr Oleka's case officer will write to him about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mr Oleka. The NMC will keep Mr Oleka informed of developments in relation to that issue.

This will be confirmed to Mr Oleka in writing.

That concludes this determination.