

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Meeting
Friday 7 August 2026

Virtual Meeting

Name of Registrant:	Marjorie Florence Otieno
NMC PIN:	89Y0418E
Part(s) of the register:	Registered Nurse - Adult RN1 – April 1993 Haematological Nursing PA27 – October 1996 (Retired)
Relevant Location:	London
Panel members:	Sarah Hamilton (Chair, Lay member) Cherry Brennan (Registrant member) Winfilda Ngoshi (Registrant member)
Hearings Coordinator:	Sara Glen
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.

'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 substantive employer. You must not undertake any agency or bank work.*
- 2. You must not act as the sole nurse in charge of any shift.*
- 3. You must ensure that you are directly supervised by another registered nurse at all times you are working, until you are assessed as competent in your role through formal assessment by a more senior nurse.*
- 4. Evidence of any successful formal assessment, if obtained, must be provided to your NMC case officer within 7 days of completion.*
- 5. You must meet with your line manager or supervisor at least once per month to discuss:*
 - Your compliance with these conditions.*
 - Identifying and escalating concerns in a timely manner*
 - Seeking support when required*
 - Medication administration*
 - Patient assessments*
 - Adherence to clinical policies*
 - Documentation and record keeping*

6. *You must provide your case officer with a report from your line manager or supervisor prior to any review of this interim order. The report must comment on:*

- *Your compliance with these conditions.*
- *Identifying and escalating concerns in a timely manner*
- *Seeking support when required*
- *Medication administration*
- *Patient assessments*
- *Adherence to clinical policies*
- *Documentation and record keeping*

7. *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.*

8. *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.*

9. *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.*

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 Otieno's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Ms Otieno will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Ms Otieno will be invited to attend in person, send a representative on Ms Otieno's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it with an interim suspension order.

This will be confirmed to Ms Otieno in writing.

That concludes this determination.