

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 29 January 2026**

Virtual Hearing

<b>Name of Registrant:</b>	Edeghoghon Rosemary Agbebaku
<b>NMC PIN:</b>	24H0025O
<b>Part(s) of the register:</b>	Registered Nurse - Adult RNA – August 2024
<b>Relevant Location:</b>	Norfolk
<b>Panel members:</b>	Yvonne Wilkinson (Chair, Registrant member) Nicola Harvey (Registrant member) Mandy Kilpatrick (Lay member)
<b>Legal Assessor:</b>	Nigel Mitchell
<b>Hearings Coordinator:</b>	Teige Gardner
<b>Nursing and Midwifery Council:</b>	Represented by Emily Timcke, Case Presenter
<b>Ms Agbebaku:</b>	Present but unrepresented
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **Decision and reasons on interim order**

The panel decided to make an interim conditions of practice order for a period of 18 months.

As such it 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 employment to one substantive employer. This must not be bank or agency work.
2. You must not be the sole nurse in charge on any shift you work.
3. You must complete any mandatory training your employer requires of you.
4. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times while being directly observed by a registered nurse.
5. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about your general performance and conduct, with particular regard to;
  - Medication Management and Administration
  - Patient assessments
  - Recognition of deteriorating patients
  - Communication

- Working independently
- Time management
- Record keeping
- Infection control principles

You must:

- Send your case officer a copy of your PDP within 7 days of agreeing it.
6. Send your case officer a report from your line manager, mentor or supervisor 7 days prior to the next review of your case. This report must comment on your general performance and conduct, and your progress towards achieving the aims set out in your PDP.
  7. You must have fortnightly meetings with your line manager, supervisor or mentor to have reflective discussions regarding:
    - Your general performance and conduct.
    - The performance points highlighted in your PDP, as seen in condition 4.
  8. 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.
  9. 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.
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 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 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 order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

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.