

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

**Interim Order Review Hearing
Tuesday, 14 July 2026**

Virtual Hearing

Name of Registrant:	Festus Ejimadu
NMC PIN:	10H0308E
Part(s) of the register:	Registered Nurse – Mental Health (RNMH) 3 September 2010
Relevant Location:	Stockport
Panel members:	Natalie Banks (Chair, lay member) Jayne Walker (Registrant member) Helen Kitchen (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Tyra Andrews
Nursing and Midwifery Council:	Represented by Ruhena Parker, Case Presenter
Mr Ejimadu:	Present and represented by Lauren Bohill, instructed by The Royal College of Nursing (RCN)
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.

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 limit your nursing practice to one substantive employer. If working for an Agency, the placement must be for a minimum period of three months.
- 2) You must restrict your practice to adult nursing only and must not work with children in any setting.
- 3) You must limit your practice to day shifts only.
- 4) You must not be the sole nurse on duty or the nurse in charge of any shift.
- 5) You must be indirectly supervised any time you are working. Your supervision must consist of working on the same shift as but not always directly supervised by another registered nurse.
- 6) You must keep a personal development log every time you engage in restraint techniques. You must discuss this with your line manager/supervisor within 24 hours of any engagement in restraint techniques. The log must:
 - a. Contain the dates that you carried out the restraint technique.
 - b. Be signed by your line manager/supervisor each time.

- c. Contain feedback from your line manager/supervisor on how you carried out restraint techniques.
 - d. You must send your case officer a copy of the log before the next review.
- 7) You must inform any educational institution where you are undertaking a course of study about your conditions of practice.
- 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 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 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 a 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.

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

This will be confirmed to you in writing.

That concludes this determination.