

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

**Interim Order Review Hearing
Monday 13 July 2026**

Virtual Hearing

Name of Registrant:	Florence Oluchi Ekenedo
NMC PIN:	20I0441S
Part(s) of the register:	Registered Nurse Adult – RNA - October 2023
Relevant Location:	Edinburgh
Panel members:	Michael Robert McCulley (Chair, Lay member) Sue Gwyn (Registrant member) Elaine Weinbren (Lay member)
Legal Assessor:	Juliet Gibbon
Hearings Coordinator:	Sara Glen
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Ms Ekenedo:	Not present and not represented at this hearing. Written submissions provided by representative at 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.
This must not be an agency or bank.
2. You must not be the sole registered nurse on any shift.
3. You must be directly supervised, by a registered nurse of Band 6 or above, or in social care settings by an appropriately qualified and experienced registered nurse of equivalent to a Band 6 responsibility and competence whenever undertaking medication administration until you are signed off as competent.
4. Evidence of your competency assessment in medication administration must be sent to the NMC within 7 days of being completed.
5. You must ensure that you are indirectly supervised by working at all times on the same shift as, but not always directly observed by, another registered nurse.
6. You must meet with your line manager or supervisor fortnightly. In these meetings you must discuss:
 - a) Medications management and administration
 - b) Patient assessment;

- c) Communication;
- d) [PRIVATE]

7. You must obtain a report from your line manager or supervisor in relation to:

- a) Medications management and administration
- b) Patient assessment;
- c) Communication;
- d) [PRIVATE]

You must send this to the NMC prior to any review meeting.

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 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 Ms Ekenedo'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, Ms Ekenedo 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Ms Ekenedo. The NMC will write to Ms Ekenedo when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Ekenedo in writing.

That concludes this determination.