

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Tuesday 24 March 2026**

Virtual Meeting

**Name of Registrant:** Ashley Esema

**NMC PIN:** 23J10180

**Part(s) of the register:** Registered Nurse – Adult Nursing (RNA)- 12  
October 2023

**Relevant Location:** Gloucestershire, England

**Panel members:** Gary Tanner (Chair, Lay member)  
Leon Jacobs (Lay member)  
Elizabeth Williamson (Registrant member)

**Hearings Coordinator:** Hazel Ahmet

**Interim order to be reviewed:** Interim conditions of practice order  
(15 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 work for a single substantive employer. This must not be an agency, and you must not undertake any 'bank' work.
2. You must not be the sole nurse on duty or the nurse in charge.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as another registered nurse.
4. You must ensure that you are directly supervised by another registered nurse whenever you manage or administer medication until you are signed off as competent by another registered nurse.

You must provide the NMC with confirmation that you have been signed off as competent in medication management and administration by another registered nurse within 7 days of being passed as competent.

5. You must meet with your line manager or supervisor on a monthly basis to have reflective discussions and discuss your performance, with particular reference to the following:
  - Medication management and administration.
  - Record keeping.
  - Duty of candour.

6. You must obtain and send a report from your line manager or supervisor to your NMC case officer before any future NMC interim order review hearing. This report must comment on your performance, with particular reference to the following:
  - Medication management and administration.
  - Record keeping.
  - Duty of candour.
  
7. 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.
  
8. 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.
  
9. 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.
  
10. 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 other person(s) involved in your retraining and/or supervision required by these conditions.

Unless there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Ms Esema will be notified of that panel's decision in writing following that meeting.

Alternatively, Ms Esema is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Ms Esema will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Ms Esema must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Ms Esema does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Ms Esema and her representative will be invited to attend.

This decision will be confirmed to Ms Esema in writing.

That concludes this determination.