

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 13 March 2026**

Virtual Hearing

Name of Registrant:	Marcia Osaige
NMC PIN:	99I9399E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 11 July 2003
Relevant Location:	Lewisham
Panel members:	Katriona Crawley (Chair, Lay member) Judith Ebbrell (Registrant member) Julian Graville (Lay member)
Legal Assessor:	Paul Housego
Hearings Coordinator:	Priyam Jain
Nursing and Midwifery Council:	Represented by Naa-Adjeley Barnor, Case Presenter
Ms Osaige:	Present and represented by Lee Gledhill, instructed by Nurse Defence Service (NDS)
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 working for one substantive employer. You must not undertake any agency or bank work.
2. You must not be the sole nurse on duty or the nurse in charge on any shift.
3. You must not work and deliver care as a lone worker in patients' homes.
4. You must ensure that you are indirectly supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
5. You must have fortnightly meetings with your line manager or supervisor to discuss all aspects of your clinical practice particularly:
 - Interaction with patients;
 - Treating all patients with dignity and respect; and
 - Infection prevention and control.

6. You must obtain and provide a report from your line manager or supervisor in relation to your fortnightly meetings and all aspects of your clinical practice particularly:
 - Interaction with patients;
 - Treating all patients with dignity and respect; and
 - Infection prevention and control.

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 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.

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 NMC 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 NMC 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.

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.