

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 3 March 2026**

Virtual Hearing

Name of Registrant:	Marjorie Florence Otieno
NMC PIN:	89Y0418E
Part(s) of the register:	Registered Nurse - Adult RN1 – April 1993 Haematological Nursing PA27 – October 1996 (Retired)
Relevant Location:	London
Panel members:	Jill Robinson (Chair, Registrant member) Helen Hughes (Registrant member) Wendy West (Lay member)
Legal Assessor:	Charlene Bernard
Hearings Coordinator:	Emma Hotston
Nursing and Midwifery Council:	Represented by Jane Carver, Case Presenter
Mrs Otieno	Not present and unrepresented at the hearing
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

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

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. You must not undertake any agency or bank work.
2. You must not act as the sole nurse in charge of any shift.
3. You must ensure that you are directly supervised by another registered nurse at all times you are working, until you are assessed as competent in your role through formal assessment by a more senior nurse.
4. Evidence of any successful formal assessment, if obtained, must be provided to your NMC case officer within 7 days of completion.
5. You must meet with your line manager or supervisor at least once per month to discuss:
 - Your compliance with these conditions.
 - Identifying and escalating concerns in a timely manner
 - Seeking support when required
 - Medication administration
 - Patient assessments
 - Adherence to clinical policies
 - Documentation and record keeping

6. You must provide your case officer with a report from your line manager or supervisor prior to any review of this interim order. The report must comment on:

- Your compliance with these conditions.
- Identifying and escalating concerns in a timely manner
- Seeking support when required
- Medication administration
- Patient assessments
- Adherence to clinical policies
- Documentation and record keeping

7. 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.

8. 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.

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 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 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 Mrs Otieno'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, Mrs Otieno 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 Mrs Otieno. The NMC will write to Mrs Otieno when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Otieno in writing.

That concludes this determination.