

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 12 March 2026**

Virtual Hearing

Name of Registrant:	Elijah Umoh
NMC PIN:	21A0933E
Part(s) of the register:	Registered Nurse Mental Health – RNMH – 21 February 2023
Relevant Location:	Weston-Super-Mare
Panel members:	Judith Ebbrell (Chair, Registrant member) Sally Allbeury (Lay member) Eleanor Harding (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Emma Hotston
Nursing and Midwifery Council:	Represented by Sila Akin, Case Presenter
Mr Umoh:	Present and represented by James Patterson instructed by Royal College of Nursing (RCN)
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 be the nurse in charge of any shift.
3. You must be directly supervised by another registered nurse until you have been assessed as competent by a senior nurse in the following areas:
 - a) Medication administration and management.
 - b) Record keeping.
 - c) Shift management, including time and workload management.
4. After you have been assessed as competent in relation to the areas set out in condition 3, you must be indirectly supervised by a registered nurse. 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 meet with your line manager, mentor, or supervisor every fortnight to discuss your general clinical performance and specifically the following:
 - a) Medication administration and management.
 - b) Record keeping.
 - c) Shift management, including time and workload management.

6. You must send a report to your case officer from your line manager, mentor or supervisor seven days prior to any review of this interim order. The report must comment on your general clinical performance and specifically the following:
 - a) Medication administration and management.
 - b) Record keeping.
 - c) Shift management, including time and workload management.

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

This will be confirmed to Mr Umoh in writing.

That concludes this determination.