

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Monday, 18 May 2026**

Virtual Meeting

<b>Name of Registrant:</b>	Jennifer Ese Ukpedor
<b>NMC PIN:</b>	22L0967O
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 15 December 2022
<b>Relevant Location:</b>	Salford
<b>Panel members:</b>	Palbinder Thandi (Chair, lay member) Anne-Marie Borneuf (Registrant member) Caroline Browne (Lay member)
<b>Hearings Coordinator:</b>	Catherine Blake
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## **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 only work for one substantive employer, namely Salford Royal NHS Trust.*
2. *You must not be the nurse in charge of a shift.*
3. *At all times that you are practising you must be subject to indirect supervision by another registered nurse.*
4. *You must work under direct supervision when undertaking:*
  - *medication administration*
  - *naso-gastric (NG) / enteral tube placement*

*until such time as you are assessed and signed off as competent in each specific task by your employer.*

5. *You must meet fortnightly with your line manager, mentor or supervisor to discuss and reflect upon:*
  - *medication administration*
  - *naso-gastric (NG) / enteral tube placement*
  - *duty of candour*
  - *acting within the scope of your competence*

6. *You must provide a report to the NMC before the next review of your case in relation to your discussions in the following areas:*
  - *medication administration*
  - *naso-gastric (NG) / enteral tube placement*
  - *duty of candour*
  - *acting within the scope of your competence*
  
7. *You must notify the NMC in writing within 7 days if you fail to comply with any of the conditions or if there are any concerns raised by your employer about your performance or conduct.*
  
8. *You must co-operate with any reasonable requests from the NMC for information, attendance at review meetings or provision of evidence about compliance with these conditions.*
  
9. *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.*
  
10. *You must keep the NMC informed about anywhere you are studying by:*
  - a) *Telling your NMC 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.*
  
11. *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.*

12. *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.*

13. *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 Miss Ukpedor's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Miss Ukpedor will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Miss Ukpedor will be invited to attend in person, send a representative on Miss Ukpedor's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim

order, it may confirm the interim conditions of practice order or it may replace it with an interim suspension order.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Ukpedor. The NMC will keep Miss Ukpedor informed of developments in relation to that issue.

This will be confirmed to Miss Ukpedor in writing.

That concludes this determination.