Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Meeting
Thursday, 26 November 2026

Virtual Hearing

Name of Registrant:	Theodora Anulika Obi
NMC PIN:	24D1258O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 18 April 2024
Relevant Location:	Croydon
Panel members:	Rachel Forster (Chair, Lay member) Alan McCrum (Lay member) Anne Louise Giles (Registrant member)
Hearings Coordinator:	Max Buadi
Interim order to be reviewed:	Interim conditions of practice order (18 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.

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 practice to working for one substantive employer. This must not be an agency or bank work*

2. *You must not work in a surgical theatre.*

3. *You must not be the nurse in charge or sole nurse on duty.*

4. *You must devise an action plan with your mentor, supervisor, or line manager. This action plan must address your:*

    - *Safe clinical practice as a Band 5 nurse;*
    - *Communication with patients and colleagues;*
    - *Record keeping;*
    - *Infection control;*
    - *Appropriate use of clinical equipment;*
    - *Time management; and*
    - *Professional conduct in the workplace.*

5. *You must work under the direct supervision of another registered nurse any time that you are working, until your action plan has been completed and you are signed off as competent by another registered nurse.*

6. *You must have fortnightly meetings with your line manager, mentor or supervisor to discuss your progress on your action plan.*

7. *Prior to any review hearing you must obtain and provide to your NMC case officer a report from your line manager, mentor or supervisor commenting on your progress on your action plan.*

8. *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.*

9. *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.*

10. *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.*

11. *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.

12. 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 Ms Obi 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 Ms Obi 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 Ms Obi will be invited to attend in person, send a representative on Ms Obi'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 suspension 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 Ms Obi. The NMC will keep Ms Obi informed of developments in relation to that issue.

This will be confirmed to Ms Obi in writing.

That concludes this determination.