

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 1 September 2026**

Virtual Hearing

Name of Registrant:	Osemwengie Endurance Osagie
NMC PIN:	23K2197O
Part(s) of the register:	Registered Nurse - Adult RNA – 29 November 2023
Relevant Location:	Nottingham
Panel members:	Michael McCulley (Chair, Lay member) Karen McCutcheon (Registrant member) Hazel Wilford (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Bethany Seed
Nursing and Midwifery Council:	Represented by Nicola Kay, Case Presenter
Mr Osagie:	Not present and written submissions provided by Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel has determined that the following conditions are necessary and proportionate:

‘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 work for one substantive employer. This must not be an agency or bank work.
2. You must not be the nurse in charge of any shift.
3. You must only administer medication under direct supervision until you are deemed competent to do so independently by another Registered Nurse.
4. When you have been formally assessed as competent to administer medication, verification of this must be sent to the NMC within seven days of the sign-off date.
5. You must ensure that you are supervised 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.
6. You must meet with your line manager or supervisor fortnightly to reflect on and discuss your overall performance with specific regard to the following:
 - a) Documentation and record-keeping
 - b) Medication administration and management

- c) Observations and managing deteriorating patients
7. You must provide a report to your NMC case officer from your line manager or supervisor before any review hearing or meeting specifically outlining your performance in relation to:
 - a) Documentation and record-keeping
 - b) Medication administration and management
 - c) Observations and managing deteriorating patients
 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 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 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 Osagie'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 Osagie 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 Osagie. The NMC will write to Mr Osagie when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Osagie in writing.

That concludes this determination.