

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 2 September 2026**

Virtual Hearing

Name of Registrant:	Louisa Uba
NMC PIN:	24H0631E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – (September 2024)
Relevant Location:	Cheshire
Panel members:	Ingrid Lee (Chair, Lay member) Naomi Smith (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	Andrew Granville-Stafford
Hearings Coordinator:	Charis Benefo
Nursing and Midwifery Council:	Represented by Nicola Ross, Case Presenter
Mrs Uba:	Present and represented by James Patterson, Counsel instructed by the 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 a single substantive employer, which must not be an agency. You must not undertake any bank work.
2. You must not be the nurse in charge of any shift.
3. You must be directly supervised by another registered nurse any time you are managing and administering medication until you are assessed as competent to do so independently by another registered nurse.

You must provide evidence of being assessed as competent to the NMC within 7 days of completion.

4. You must ensure that you are indirectly supervised at any other time you are working. Your supervision must consist of working on the same shift as, but not always directly observed by, another registered nurse.
5. You must meet with your line manager and/or supervisor monthly, to discuss your clinical practice, with particular reference to:

- a) Medication management and administration
 - b) Handover
 - c) Communication
 - d) Assessment and discharge of patients
 - e) Infection prevention.
6. You must send the NMC a report from your line manager and/or supervisor prior to any review hearing or meeting, commenting on your clinical performance with particular reference to:
- a) Medication management and administration
 - b) Handover
 - c) Communication
 - d) Assessment and discharge of patients
 - e) Infection prevention.
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 your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.