

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**New Interim Order Hearing  
Tuesday, 30 April 2024**

Virtual Hearing

**Name of Registrant:** Rose Linda Chinwenma Nkemdirim

**NMC PIN** 03109670

**Part(s) of the register:** Registered Nurse Adult  
RN1- level 1- sub part 1 (25 September  
2003)

**Relevant Location:** Highland Council

**Panel members:** Caroline Jones (Chair, registrant member)  
Vivienne Cooper-Thorne (Registrant member)  
Clare Taggart (Lay member)

**Legal Assessor:** Ben Stephenson

**Hearings Coordinator:** Nandita Khan Nitol

**Nursing and Midwifery Council:** Represented by Rowena Wisniewska, Case  
Presenter

**Mrs Nkemdirim:** Not present and unrepresented at the hearing

**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 practice to one substantive employer that is not an agency.
2. You must ensure that you are supervised by a Registered Nurse any time you are working. Your supervision must consist of:
  - Safe medicine management.
  - Confirmation of competence.
3. You will send the NMC a report seven days in advance of the next NMC hearing or meeting from either your:
  - line manager, mentor, or supervisor.
4. 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.
5. 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.

6. You must immediately give a copy of these conditions to:
  - a) Any organisation or person you work for.
  - b) Any agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
  
7. 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.
  
8. 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 Mrs Nkemdirim'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, Mrs Nkemdirim or the 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.

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

This will be confirmed to Mrs Nkemdirim in writing.

That concludes this determination.