

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

**Interim Order Review Hearing
Wednesday, 20 December 2023**

Virtual Hearing

Name of Registrant:	Moras Masih
NMC PIN	02C19810
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 25 April 2002 Mental Health Nursing (Level 1) – 18 February 2005
Relevant Location:	North Somerset
Panel members:	David Crompton (Chair, Lay member) Donna Green (Registrant member) Matthew Wratten (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Robert Benzynie, Case Presenter
Mr Masih:	Present and represented by Rebecca Butler, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (9 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 was of the view that the public would remain suitably protected by the following varied conditions:

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 may be an agency; however, any agency placement must be in a single location for a period of at least 3 months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are indirectly supervised by a registered nurse at any time you are working. This means that you should be working at all times on the same shift as another registered nurse, but you do not need to be always directly observed by them.
4. You must have monthly meetings with your line manager, supervisor or mentor (or their nominated deputy) to discuss your professional conduct and capability in relation to the regulatory concerns, specifically:
 - (a) Record keeping
 - (b) Medication administration
 - (c) Wound care management
 - (d) Observations
 - (e) Working cooperatively with colleagues
 - (f) Treating patients with dignity and respect

(g) Diabetes care

(h) Patient care

5. Before any review you must provide your NMC case officer with a personal reflective piece and a report from your line manager, supervisor or mentor (or their nominated deputy) detailing your practice, competence and learning in the following areas:

(a) Record keeping

(b) Medication administration

(c) Wound care management

(d) Observations

(e) Working cooperatively with colleagues

(f) Treating patients with dignity and respect

(g) Diabetes care

(h) Patient care

6. 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.

7. 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.

8. 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.
9. 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.
10. 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 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.