

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 24 July 2023**

Virtual Hearing

Name of Registrant:	Ladan Musse
NMC PIN	15I0337E
Part(s) of the register:	Registered Nurse - Sub Part 1 Adult Nursing (Level 1) – 12 September 2015 Registered Midwife – 11 May 2020
Panel members:	Heather Moulder (Chair, Registrant member) Amy Noakes (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Petra Bernard
Nursing and Midwifery Council:	Represented by Huda Musa (of Counsel), Case Presenter
Miss Musse:	Present and represented by Yasmin Musse
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied.

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 restrict your nursing or midwifery practice to one substantive employer which may be an agency, provided that no individual placement is for a period of less than 3 months.*
- 2. You must not be the nurse in charge of a shift.*
- 3. When working as a midwife
 - a. you must ensure that you are directly supervised by another registered midwife any time you are working, until you have successfully passed your preceptorship.*
 - b. Your supervision must consist of working at all times on the same shift as another registered midwife.**
- 4. When working as a nurse
 - a. You must ensure that you are directly supervised by another registered nurse whilst administering medication until you are formally assessed and signed off as competent to do so;*
 - b. You must be indirectly supervised at all other times. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.**
- 5. You must meet with your line manager, mentor or supervisor or their deputy on monthly basis to discuss your clinical performance and wellbeing, including a discussion around:
 - Appropriate communication with patients**

- *Record keeping*
- *Appropriate examination with patients*
- *Appropriate escalation of clinical concerns*
- *CTG monitoring*
- *Medicines administration*
- *Compliance with your employer's policies and processes*

6. *You must provide a report from your line manager, mentor or supervisor or their nominated deputy to the NMC prior to any review hearing that outlines your clinical performance and wellbeing including:*

- *Appropriate Communication with patients*
- *Record keeping*
- *Medicines administration*
- *CTG monitoring*
- *Appropriate examination of patients*
- *Appropriate Escalation of Clinical concerns*
- *Compliance with your employer's policies ad processes*

7. *You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:*

- a. *Your general practitioner.*
- b. *Your consultant psychiatrist.*
- c. *Your occupational health practitioner(s).*
- d. *Any other registered medical practitioner or therapist responsible for your care.*

8. *[PRIVATE]*

9. *[PRIVATE]*

10. *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.

11. 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.

12. 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.

13. 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.

14. 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.'

The panel decided to vary the interim conditions of practice order as set out above. It will run for the remainder of the current interim order.

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 you about this in due course.

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.