

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 16 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Nuzhat Hussain
<b>NMC PIN</b>	22A1928E
<b>Part(s) of the register:</b>	Registered Nurse Nursing – RNA – October 2022
<b>Relevant Location:</b>	Manchester
<b>Panel members:</b>	Rama Krishnan (Chair, lay member) Carole Panteli (Registrant member) Ingrid Lee (Lay member)
<b>Legal Assessor:</b>	Trevor Jones
<b>Hearings Coordinator:</b>	Khatra Ibrahim
<b>Nursing and Midwifery Council:</b>	Represented by Uzma Khan, Case Presenter
<b>Mrs Hussain:</b>	Not present and unrepresented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice confirmed</b>

## Decision and reasons on interim order

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

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 single and substantive employer which must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse at any time you are engaged in:
  - (a) The administration and management of medication, and
  - (b) Clinical observation of patients

Until assessed and deemed competent to do so without supervision. You must send a copy of your completed assessments to your case officer within 7 days of its completion.

4. You must ensure that at all other times you are supervised by another registered nurse. That 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 every two weeks with your line manager, mentor or supervisor to discuss your performance and progress in relation to:
  - (a) Medication administration and management
  - (b) Clinical observation of patients

- (c) Record keeping
  - (d) Responding to emergency calls for assistance
  - (e) Identification of care needs and assessment of risks in relation to patients
  - (f) [PRIVATE]
6. You must obtain and send to your case officer, prior to any review hearing, a report from your line manager, mentor or supervisor outlining your performance and progress in relation to:
- (a) Medication administration and management
  - (b) Clinical observation of patients
  - (c) Record keeping
  - (d) Responding to emergency calls for assistance
  - (e) Identification of care needs and assessment of risks in relation to patients
  - (f) [PRIVATE]
7. 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.
8. 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.
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.
  
12. [PRIVATE]
  
13. [PRIVATE]

Unless Mrs Hussain'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 Hussain 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Hussain. The NMC will write to Mrs Hussain when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Hussain in writing.

That concludes this determination.

