

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

**New Interim Order Hearing  
Wednesday 12 January 2022**

Virtual Hearing

**Name of registrant:** Zhila Noroozi

**NMC PIN:** 09H0083C

**Part(s) of the register:** Registered Midwife – 27 August 2009

**Area of registered address:** Brentford

**Panel members:** Adrian Smith (Chair, Lay member)  
Terry Shipperley (Registrant member)  
Tricia Breslin (Lay member)

**Legal Assessor:** Ian Ashford-Thom

**Hearing Coordinator:** Opeyemi Lawal

**Nursing and Midwifery Council:** Represented by Beverly Da Costa, Case  
Presenter

**Miss Noroozi:** Present and represented by Mark Watson,  
instructed by 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.

As such it 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 ensure that you are supervised by a registered midwife any time you are working. Your supervision must consist of:
  - a. Working at all times while being directly observed by a registered midwife.
  - b. Weekly meetings with your supervisor to discuss your performance.
  
2. You must keep a reflective practice profile. The profile will:
  - a. Detail every case where you undertake or assist with labour or delivery.
  - b. Set out the nature of the care given.
  - c. Contain written feedback from your supervisor on how you gave the care.

You must send your case officer a copy of the profile every six months.

3. You must work with your supervisor to create a personal development plan (PDP). Your PDP must address the concerns about your midwifery skills and identifying the issues raised. You must:
  - a. Send your case officer a copy of your PDP as soon as it is available.
  - b. Meet with your supervisor at least every month to discuss your progress towards achieving the aims set out in your PDP.
  - c. Send your case officer a report every six months. This report must show your progress towards achieving the aims set out in your PDP.

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 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 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 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.