

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

**Substantive Order Review Hearing
Wednesday 26 July 2023**

Virtual Hearing

Name of registrant: Saira Hussain

NMC PIN: 12F2303E

Part(s) of the register: Registered Nurse – Sub Part 1
Adult Nursing – September 2012

Area of registered address: Sheffield

Type of case: Lack of competence

Panel members: Rachel Carter (Chair, Registrant member)
Robert Fish (Lay member)
Colin Sturgeon (Lay member)

Legal Assessor: Angus Macpherson

Hearings Coordinator: Renee Melton-Klein

Nursing and Midwifery Council: Represented by Alex Davidson, Mr Davidson

Miss Hussain : Present and represented by Andrew Windross,
instructed by Royal College of Nursing (RCN)

Order being reviewed: Conditions of practice order (24 months)

Fitness to practise: Impaired

Outcome: **Conditions of practice order (18 months)
to come into effect at the end of 5 September
2023 in accordance with Article 30(1)**

Decision and reasons on review of the substantive order

The panel decided to vary the current conditions of practice order.

This order will come into effect at the end of 5 September 2023 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

The panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 18 months, which will come into effect on the expiry of the current order, namely at the end of 5 September 2023. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

'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. At any time you are employed or otherwise providing nursing services you must place yourself and remain under the direct supervision of another registered nurse.
2. You must work with a mentor, who must be a registered nurse, nominated by your employer to create a personal development plan designed to address specific concerns about the following areas of your practice:
 - a) Recognising a deteriorating patient and escalating appropriately;
 - b) Infection prevention and control;
 - c) Medicines management and administration;
 - d) Record keeping and communication (including handovers) to the multi-disciplinary team, patients and their families;
 - e) Managing clinical investigations, including sampling and reporting.
3. You must forward to the NMC a copy of your personal development plan within 28 days of the date on which these conditions become effective or the date on which you take up an appointment, whichever is sooner.

4. You must meet with your mentor to discuss your progress against your personal development plan and the overall standard of your performance:
 - a) weekly for the first month of your employment;
 - b) and fortnightly thereafter.

5. You must successfully complete a reputable course in relation to:
 - a) Identification and recognition of a deteriorating patient;
 - b) Medicines management and administration.

6. You must send a report not more than 28 days old from your line manager or mentor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your personal development plan to the NMC prior to any NMC review hearing or meeting.

7. You must allow the NMC to exchange, as is necessary, information about the standard of your performance and your progress towards achieving the aims set out in your personal development plan with your line manager or mentor (or their nominated deputy) and any other person who is or will be involved in your retraining and supervision with any employer, prospective employer and at any educational establishment.

8. You must disclose a report not more than 28 days old from your line manager or mentor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your personal development plan to any current and prospective employers (at the time of application) and any other person who is or will be involved in your retraining and supervision with any employer, prospective employer and at any educational establishment.

9. You must tell the NMC within 14 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.

10. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them.

11.
 - a) You must within 14 days of accepting any post of employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name and contact details of the individual or organisation offering the post, employment or course of study;
 - b) You must within 14 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individuals/organisation with whom you have entered into the arrangement.

12. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures, and disclose the conditions listed at (1) to (11) above, to them.
 - a) Any organisation or person employing, contracting with, or using you to undertake nursing work;
 - b) Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services;
 - c) Any prospective employer (at the time of application) where you are applying for any nursing appointment;
 - d) Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

The period of this order is for 18 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely at the end of 5 September 2023 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

This will be confirmed to you in writing.

That concludes this determination.