

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

**Interim Order Review Hearing  
Thursday, 1 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Ayesha Hussain</b>
<b>NMC PIN</b>	20K00290
<b>Part(s) of the register:</b>	Registered Nurse – Adult RN1 – Adult nurse (level 1) 2 November 2020
<b>Relevant Location:</b>	Nottingham City
<b>Panel members:</b>	Sue Heads (Chair, lay member) Sarah Fleming (Registrant member) Michael Glickman (Lay member)
<b>Legal Assessor:</b>	Fiona Moore
<b>Hearings Coordinator:</b>	Flynn Cammock-Nicholls
<b>Nursing and Midwifery Council:</b>	Represented by Stephen Tawiah, Case Presenter
<b>Mrs Hussain:</b>	Present and represented by Jennifer McPhee of Anderson Strathern
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## Decision and reasons on interim order

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

The panel determined that the public would remain suitably protected by the implementation of 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, which can be an agency. If agency, the placement should be at least for 3 months in one ward or unit.
2. You must not be the nurse in charge of any shift.
3. You must always be indirectly supervised by a registered nurse on any shift you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must be directly supervised by another registered nurse, at any time that you are:
  - a) Undertaking medicine administration and management until you have been deemed competent and received sign off from your line manager/mentor/supervisor who must be a registered nurse

5. You must have monthly meetings with your supervisor, line manager or mentor to discuss your performance in the following area of concerns:
  - a) Medicine administration and management.
  - b) Your role and scope of practice.
  
6. You must send the NMC a report from your supervisor, line manager or mentor before any review hearing/meeting. This report must comment on your performance in the following areas of concern:
  - a) Medicine administration and management.
  - b) Your role and scope of practice.
  
7. 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.
  
8. 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.
  
9. 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.
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.

The panel determined that conditions 5(b) and 6(b) would be sufficient to cover any concerns related to wound care that may arise.

The panel decided to confirm this varied interim conditions of practice order and 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 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 decision will be confirmed to you in writing.

That concludes this determination.