

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 20 March 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Mumtaz B. Goolam
<b>NMC PIN</b>	98L1081O
<b>Part(s) of the register:</b>	Registered Nurse Adult– RN1 – January 2002
<b>Relevant Location:</b>	Norfolk
<b>Panel members:</b>	Sarah Boynton (Chair, registrant member) Yvonne Wilkinson (Registrant member) Matthew Burton (Lay member)
<b>Legal Assessor:</b>	Tim Bradbury
<b>Hearings Coordinator:</b>	Nandita Khan Nitol
<b>Nursing and Midwifery Council:</b>	Represented by Uzma Khan, Case Presenter
<b>Ms Goolam:</b>	Present and represented by Neair Maqboul, instructed by Royal College of Nursing (RCN)
<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 was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

1. 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.
  
2. 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.
  
3. 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 when you are working independently.
4. You must meet with your supervisor, line manager or mentor monthly to discuss:
- a) Your communication with colleagues and any feedback received from junior colleagues and peers.
  - b) Conflict resolution
  - c) Treating colleagues with dignity and respect
  - d) [PRIVATE]
  - e) Your Effective management of a team, if relevant
5. You must send your case officer a report from your supervisor, line manager or mentor seven days before any NMC review hearing, commenting on:
- a) Your communications with colleagues and any feedback received from junior colleagues and peers.
  - b) Conflict resolution
  - c) Treating colleagues with dignity and respect
  - d) [PRIVATE]
  - e) Effective management of a team , if relevant
6. You must tell your case officer, within seven days of your becoming aware of:
- a) Any investigation started against you.
  - b) Any disciplinary proceedings taken against you.
7. 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 Nursing and Midwifery Council (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 a 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.

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.