

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 18 March 2024**

Virtual Hearing

Name of You:	Ameer Abdul Salam
NMC PIN	23J18420
Part(s) of the register:	Registered Nurse - Adult RNA October 2023
Relevant Location:	Gobowen, Oswestry
Panel members:	Godfried Attafua (Chair, Registrant member) Hazel Wilford (Lay member) Eleanor Harding (Lay member)
Legal Assessor:	Valerie Paterson
Hearings Coordinator:	Yasmina Di Gesualdo
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Mr Salam:	Present and represented by Simon Gruchy, instructed by Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (15 months)

Decision and reasons on interim order

The panel decided to impose an interim conditions of practice order for a period of 15 months.

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 employment as a registered nurse to one substantive employer which must not be an agency. You must ensure this employer will provide you with a formal preceptorship (or equivalent).
2. You must ensure that you are directly supervised by a registered nurse of band 6 or above any time you are working within the preceptorship program.
3. You must send the NMC certification that you have successfully completed the preceptorship program (or equivalent) to the NMC within 14 days of achieving this.
4. Once your line manager has certified that you have successfully completed the preceptorship program you must ensure that you are supervised any time you are working. This 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 not be the nurse in charge in any shift.

6. You must have monthly meetings with your line manager, mentor or supervisor to discuss your general clinical performance and conduct.
7. You must obtain and send a report from your line manager, mentor or supervisor to your NMC Case Officer before any review, hearing or meeting. This report must comment on all aspects of your general clinical performance and conduct.
8. 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.
9. 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.
10. 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.
11. 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.

12. 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.