

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 11 December 2025**

Virtual Hearing

Name of Registrant:	Pauline Badza		
NMC PIN:	05F0201O		
Part(s) of the register:	Registered Nurse - Adult (RN1) 6 June 2005		
Relevant Location:	Warrington		
Panel members:	Ingrid Lee (Chair, Lay member) Richard Carnell (Lay member) Lynn Bayes (Registrant member)		
Legal Assessor:	Charlene Bernard		
Hearings Coordinator:	Abigail Addai		
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter		
Miss Badza:	Not present and unrepresented at this hearing		
Interim order to be reviewed:	Interim conditions of practice order (18 months)		
Outcome of review:	Interim conditions of practice order confirmed		

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order

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. [PRIVATE]
2. You must not be the sole nurse in charge of a shift.
3. You must not have access to controlled drugs. This includes holding the controlled drugs keys or having access to the location where controlled drugs are stored.
4. You must ensure that you are directly supervised at all times by another registered nurse when you are handling and administering medication.
5. 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.
6. 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.

7. 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

8. 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.
- d) [PRIVATE].

9. 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.

Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Miss Badza's 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, Miss Badza 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Badza. The NMC will write to Miss Badza when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Badza in writing.

That concludes this determination.