

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday 29 December 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Riju Samuel</b>
<b>NMC PIN:</b>	24E0876O
<b>Part(s) of the register:</b>	Registered Nurse – Adult (Level 1) 11 May 2024
<b>Relevant Location:</b>	Norfolk
<b>Panel members:</b>	Chris Taylor (Chair, registrant member) Niall McDermott (Lay member) Sue Gwyn (Registrant member)
<b>Legal Assessor:</b>	Nigel Mitchell
<b>Hearings Coordinator:</b>	Salima Begum
<b>Nursing and Midwifery Council:</b>	Represented by Isabella Kirwan, Case Presenter
<b>Mr Samuel:</b>	Not present and unrepresented at this hearing
<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 confirmed</b>

## **Decision and reasons on interim order**

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

The panel determined that the public would remain suitably protected by the continuation of the following 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. [PRIVATE]

2. You must limit your nursing practice to one single substantive employer. This must not be a bank or agency.

3. You must ensure that you are directly supervised at any time you are working. Your supervision must consist of:

a) Working at all times while being directly observed by a registered nurse of band 6 or above (or equivalent senior nurse).

b) Fortnightly meetings with your line manager, mentor or supervisor to discuss

[PRIVATE] your performance in relation to:

i. medications management

ii. communication

4. You must send your NMC case officer a report from your line manager, mentor or supervisor, in advance of the next NMC hearing or meeting, [PRIVATE] your performance in relation to:

i. medications management

ii. communication.

5. [PRIVATE]

6. 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.
7. 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.
8. 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) [PRIVATE]
  - d) [PRIVATE]
  - e) [PRIVATE]
  - f) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
9. [PRIVATE]
10. You must tell your NMC 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 NMC 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 decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Samuel'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, Mr Samuel 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. Mr Samuel's case officer will write to him about this in due course.

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

This will be confirmed to Mr Samuel in writing.

That concludes this determination.