

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 18 June 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Riju Samuel
<b>NMC PIN:</b>	24E0876O
<b>Part(s) of the register:</b>	Registered Nurse Adult RNA – May 2024
<b>Relevant Location:</b>	Norfolk
<b>Panel members:</b>	John Anderson (Chair, lay member) Jenny Gough (Registrant member) Tom Manson (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Bartek Cichowlas
<b>Nursing and Midwifery Council:</b>	Represented by Stephen Page, Case Presenter
<b>Mr Samuel:</b>	Present and represented by Fiyin Adeoye of Unison
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

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

The panel decided to make an interim conditions of practice order for a period of 18 months.

The panel 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 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) [PRIVATE]
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, in relation to [PRIVATE], and 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. [PRIVATE]

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

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 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.