

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 6 October 2025**

Virtual Hearing

Name of Registrant:	Fatima Hajee
NMC PIN:	86Y1704E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing - (Level 1) 13 April 1989
Relevant Location:	Huntington
Panel members:	Neil Calvert (Chair, Lay member) Cherry Brennan (Registrant member) Sandra Norburn (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mrs Hajee:	Not present and not represented at this hearing (the Royal College of Nursing (RCN) provided written submissions)
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 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. You must limit your practice to one employer as a registered nurse, this can be through an agency, but with a single placement for a minimum of 3 months.
2. You must not be the nurse in charge or the sole nurse on duty.
3. You must be supervised at any time you are working. Your supervision must consist of working at all times on the same shift as, but not directly observed by a registered nurse.
4. You must meet with your line manager/mentor/supervisor on a monthly basis to discuss the following:
 - a) Prioritisation of patients.
 - b) Record keeping.
 - c) Patient Assessments.
 - d) Compliance with patient confidentiality.
 - e) Maintaining patient dignity
 - f) Management of your workload.

5. You must send the NMC a report 7 days in advance of the next NMC hearing from your line manager/mentor/supervisor commenting on the matters set out at a-f in condition 4 as above.
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 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.
9. 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.
10. 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 including an agency.
 - 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 Mrs Hajee'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, Mrs Hajee 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. Mrs Hajee's case officer will write to her 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 Mrs Hajee. The NMC will write to Mrs Hajee when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Hajee in writing.

That concludes this determination.