

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 8 September 2025**

Virtual Hearing

Name of Registrant:	Salia Noreen
NMC PIN:	17A0320E
Part(s) of the register:	Registered Nurse – Adult Nursing (June 2017)
Relevant Location:	Manchester
Panel members:	Palbinder Thandi (Chair, Lay member) Nicola Harvey (Registrant member) Caroline Browne (Lay member)
Legal Assessor:	Nigel Ingram
Hearings Coordinator:	Elizabeth Fagbo
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Miss Noreen:	Not present and not represented at the 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 was of the view that the public would remain suitably protected by the confirmation 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 substantive employer. This must not be an agency or bank work.*
- 2. You must not be the nurse in charge of any shift.*
- 3. You must be directly supervised by another registered nurse any time you are on shift until you have been signed off as competent in the following areas:*
 - Recognition and escalation a deteriorating patient*
 - Medications management and administration*
- 4. You must provide evidence of this within 7 days of completion to your NMC case officer.*
- 5. Once signed off as competent, you must ensure that you are working on the same shift as but not always directly observed by another registered nurse.*

6. *You must have fortnightly meetings with your line manager or supervisor to discuss the following:*

- *Recognition and escalation of a deteriorating patient*
- *Medications management and administration*
- *General clinical competency in your role*
- *[Private]*

7. *You must obtain a report from your line manager or supervisor. This report must contain details of your:*

- *Recognition and escalation of a deteriorating patient*
- *Medications management and administration*
- *General clinical competency in your role*
- *[Private]*

You must send a copy of this report to your NMC case office prior to any review.

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 Miss Noreen'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 Noreen 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. Miss Noreen'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 Miss Noreen. The NMC will write to Miss Noreen when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Noreen in writing.

That concludes this determination.