

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Wednesday, 1 April 2026**

Virtual Meeting

<b>Name of Registrant:</b>	Rathika Suseela
<b>NMC PIN:</b>	24E11630
<b>Part(s) of the register:</b>	Registered nurse – sub part 1 Adult nursing (level 1) – 16 May 2024
<b>Relevant Location:</b>	Norfolk
<b>Panel members:</b>	Sarah Hamilton (Chair, lay member) Alieen Cherry (Registrant member) Ian Hanson (Lay member)
<b>Hearings Coordinator:</b>	Daisy Sims
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (12 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 interim conditions of practice order is as follows:

'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 restrict your nursing practice to one substantive employer which must not be an agency.

2. You must not be the nurse in charge on any shift.

3. You must ensure that you are indirectly supervised by another registered nurse any time you are working. This means working at all times on the same shift as, but not always directly observed by, a registered nurse.

4. You must have a meeting every four weeks with your line manager/supervisor/mentor to discuss:

- Record keeping
- Training needs
- Duty of candour
- Providing care within the confines of a care plan

5. You must provide the NMC with a report from your line manager/supervisor/mentor prior to any NMC review commenting on your discussions about:

- Record keeping
- Training needs
- Duty of candour
- Providing care within the confines of a care plan

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) 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.
- b) Any educational establishment.
- c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Mrs Suseela case has already been concluded or there has been a material change of circumstances, a panel will review the interim suspension order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim suspension order at this meeting and Mrs Suseela will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Suseela will be invited to attend in person, send a representative on Mrs Suseela's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim suspension order or it may replace it with an interim conditions of practice order.

A panel of the Investigating Committee has still to deal with the allegations made against Mrs Suseela. The NMC will keep Mrs Suseela informed of developments in relation to that issue.

This will be confirmed to Mrs Suseela in writing.

That concludes this determination.