

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 29 April 2026**

Virtual Hearing

Name of Registrant:	Rubina Waseem
NMC PIN:	04J0114O
Part(s) of the register:	Registered Nurse - Adult RNI1 – October 2004
Relevant Location:	Horsham, England
Panel members:	Petra Leseberg (Chair, Lay member) Naomi Smith (Registrant member) Tasneem Dhanji (Lay member)
Legal Assessor:	Elisa Hopley
Hearings Coordinator:	Hazel Ahmet
Nursing and Midwifery Council:	Represented by James Edenborough, Case Presenter
Mrs Waseem:	Not present and not represented at the hearing
Interim order directed:	Interim conditions of practice order (18 months)

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

'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 yourself to one single substantive employer, and if this is an agency, you must limit your practice to one single placement.
2. You must ensure that you are directly supervised at any time you are administering medication and documenting the administration of medication, until you are signed off as competent on medication administration and documentation by another registered nurse, who is the same level of nurse banding as you, or senior.
3. You must have monthly meetings with your line manager, mentor or supervisor to discuss all areas of practice, including:
 - a) Medication administration
 - b) Record keeping
 - c) Multi-disciplinary communication
4. You must keep us 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.
5. You must keep us 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.
6. 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.
7. 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.
8. 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 Waseem'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 Waseem or the Nursing and Midwifery Council (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 Mrs Waseem. The NMC will write to Mrs Waseem when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Waseem in writing.

That concludes this determination.