

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 19 January 2026**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Zeinab Awad Hassan Obeid</b>
<b>NMC PIN:</b>	23L1440O
<b>Part(s) of the register:</b>	Registered Midwife RM – December 2023
<b>Relevant Location:</b>	Scotland
<b>Panel members:</b>	Judi Ebbrell (Chair, registrant member) Georgia Kontosorou (Registrant member) John Anderson (Lay member)
<b>Legal Assessor:</b>	Alice Robertson Rickard
<b>Hearings Coordinator:</b>	Samara Baboolal
<b>Nursing and Midwifery Council:</b>	Represented by Nicola Kay, Case Presenter
<b>Mrs Obeid:</b>	Present and represented by Christie Wishart, instructed by Thompsons Solicitors
<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.

As such it has 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. You must work for one substantive employer. This must not be an agency.
2. You must ensure that you are directly supervised by another registered midwife of Band 6 or above any time you are working in intrapartum care, and/or antenatal care, and/or triage.
3. Your direct supervision, as set out in condition 2 above, must continue until you are assessed as competent by your line manager in:
  - CTG interpretation and clinical decision making;
  - Neonatal resuscitation;
  - Managing obstetric emergencies;
  - Recognition of deterioration and escalation;
  - Documentation and communication in acute settings and emergency cases; and
  - Prioritising and organisation of clinical workload.

Evidence of your competency assessment must be sent to your NMC Case Officer.

4. At all other times, you must be indirectly supervised by another registered nurse or midwife of Band 6 or above. Your supervision must consist of working on the same shift as, but not necessarily directly observed by, another registered midwife or nurse.
5. You must meet with your line manager or supervisor every 2 weeks basis to discuss your progress in relation to your competency.
6. You must obtain and send a report from your line manager or supervisor to your NMC Case Officer prior to any review hearing, detailing discussions in relation to your progress in relation to your competency.
7. 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.
8. 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.
9. 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.

10. 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.

11. 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 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.