

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 13 July 2026**

Virtual Hearing

Name of Registrant:	Nehmtallah Haddad
NMC PIN:	23K1481O
Part(s) of the register:	Registered Nurse – Adult Nursing RNA – (20 November 2023)
Relevant Location:	Plymouth
Panel members:	Liz Maxey (Chair, Registrant member) Siobhan Ebdon (Registrant member) Hazel Wilford (Lay member)
Legal Assessor:	Gillian Hawken
Hearings Coordinator:	Hanifah Choudhury
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Mr Haddad:	Present and not represented at the hearing
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

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

The panel 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 only work for a single substantive employer. This must not be an agency or bank work.
2. Prior to starting employment as a registered nurse you must undergo an occupational health assessment.
3. You must not be the registered nurse in charge or the sole nurse on duty of any shift.
4. You must be directly supervised if you are working in a theatre setting until you have been assessed as competent in the following areas:
 - Use of sterile equipment
 - Sterile technique
 - Knowledge of basic surgery instruments
 - Communication

You must send evidence of your successfully completed assessments to the NMC within seven days of completion.

5. You must ensure that that you are supervised any time you are working. Your supervision must consist of working at all times on the

same shift as but not always directly observed by another registered nurse.

6. You must meet with your line manager or supervisor fortnightly to discuss:
 - Relevant clinical competencies in the environment you are working in
 - Identifying training needs
 - Appropriate communication skills
 - Learning and maintaining sterile techniques when required
 - [PRIVATE]
7. You must provide the NMC with a report from your line manager or supervisor, seven days prior to any review hearing, detailing discussions on:
 - Relevant clinical competencies in the environment you are working in
 - Identifying training needs
 - Appropriate communication skills
 - Learning and maintaining sterile techniques when required
 - [PRIVATE]
8. [PRIVATE].
9. 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.
10. 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.
11. 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.
12. You must tell your NMC case officer, within seven days of you becoming aware of:
- a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.
13. You must allow your NMC case officer to share, as necessary, details about your performance, 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 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 a 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.