

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 27 July 2026**

Virtual Hearing

Name of Registrant:	Seena Saji
NMC PIN:	24E0790O
Part(s) of the register:	RNA: Registered Nurse – Adult Nursing – 10 May 2024
Relevant Location:	Somerset
Panel members:	Godfried Attafua (Chair, registrant member) Judith Shevlin (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Richard Ferry-Swainson
Hearings Coordinator:	Max Buadi
Nursing and Midwifery Council:	Represented by Safeena Rashid, Case Presenter
Ms Saji:	Not present and not represented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

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 limit your nursing practice to working for one substantive employer. If this is with an agency, you must secure a placement for a minimum of 3 months within one setting.
2. You must not be the registered nurse in charge or the sole nurse on duty.
3. You must ensure that you are supervised anytime that 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.
4. You must meet with your line manager, supervisor or mentor monthly to have reflective discussions in the following areas:
 - Safe medicines practice
 - Record Keeping
 - Duty of candour
5. You must provide the NMC with a report from your line manager, supervisor or mentor 7 days prior to any meeting or review hearing in relation to this order commenting on your monthly discussions and progress in the areas outlined in condition 4.

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 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.
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 Ms Saji'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, Ms Saji 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 Ms Saji. The NMC will write to Ms Saji when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Saji in writing.

That concludes this determination.