

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Thursday, 14 May 2026**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Pauline Badza</b>
<b>NMC PIN</b>	05F02010
<b>Part(s) of the register:</b>	Registered Nurse - Adult (RN1) 6 June 2005
<b>Relevant Location:</b>	Warrington
<b>Panel members:</b>	Sally Shearer (Chair, Registrant member) Hazel Walsh (Registrant member) Alan McCrum (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Sabrina Khan
<b>Nursing and Midwifery Council:</b>	Represented by Sylvia Opoku, Case Presenter
<b>Miss Badza:</b>	Not present and unrepresented at this hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 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.

Accordingly, the panel concluded that the public would remain suitably protected by the continuation of the following conditions:

‘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 advise any current or potential employer that you are currently subject to criminal proceedings, and the offence with which you have been arrested for.
2. You must not be the sole nurse in charge of a shift.
3. You must not have access to controlled drugs. This includes holding the controlled drugs keys or having access to the location where controlled drugs are stored.
4. You must ensure that you are directly supervised at all times by another registered nurse when you are handling and administering medication.
5. 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.

6. 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.
  
7. 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.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
  
8. 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.
  - d) Any updated information in the criminal investigation against you.
  
9. 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.  
Any other person(s) involved in your retraining  
and/or supervision required by these conditions

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Badza'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, Miss Badza 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Miss Badza's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Badza. The NMC will keep Miss Badza informed of developments in relation to that issue.

This will be confirmed to Miss Badza in writing.

That concludes this determination.