

Nursing and Midwifery Council

Agreed Removal Decision

Registrant: Rubina Waseem

PIN: 04J0114O

Part(s) of the register: Registered Nurse - Adult Nursing

Relevant Location: West Sussex

On 1 April 2026 we received a referral raising a concern about Rubina Waseem's fitness to practise. It's alleged that Rubina Waseem:

- failed to administer medication in line with prescriptions
- failed to keep accurate medication records
- failed to communicate effectively or in a timely manner with external healthcare professionals following a resident's death
- inappropriately delegated the administration of medication to healthcare assistants.

Rubina Waseem accepts the concerns that have been raised, but has also said they felt unsupported and that a busy workload impacted their actions.

We referred the matter to the case examiners and we're in the process of investigating the concerns. No allegation against Rubina Waseem has yet been found substantively proved by one of our statutory committees.

On 5 June 2026 we received an application from Rubina Waseem for agreed removal from the NMC register.

ASSISTANT REGISTRAR'S DECISION

As an Assistant Registrar, I have delegated authority to make decisions about agreed removal and have agreed to removal from the NMC register in this case.

In accordance with Rule 14 of the Nursing and Midwifery Council (Education, Registration and Registration Appeals) Rules 2004, in considering Rubina Waseem's application for agreed removal, I've taken into account:

- agreed removal application and supporting documentation
- documents obtained during the investigation of the case so far
- the interests of Rubina Waseem
- the public interest.

We invited the person who made the allegation against Rubina Waseem to comment on the application for agreed removal. No comments were received by the time the application was considered.

I'm satisfied that:

- that there's enough information to make a decision about the seriousness of the concerns and the public interest in removing Rubina Waseem from our register without completing our investigation
- Rubina Waseem no longer intends to work as a registered nurse
- the allegations against Rubina Waseem aren't likely to result in a striking-off order
- there are no other good reasons requiring us to consider the allegations further at this time
- the public interest is best served by agreeing the application for removal and enabling Rubina Waseem to leave the NMC register.

We'll publish a record of this decision for twelve months from the date of the decision, **24 September 2026**. In the event that Rubina Waseem seeks readmission to the register, we may consider the matters that led to this agreed removal further.