

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

**Interim Order Review Hearing
Wednesday, 28 August 2024**

Virtual Hearing

Name of Registrant:	Mumtaz B. Goolam
NMC PIN	98L1081O
Part(s) of the register:	RN1: Adult nurse, level 1 (07 December 1998)
Relevant Location:	Norfolk
Panel members:	James Lee (Chair, Registrant member) Patience McNay (Registrant member) Sue Davie (Lay member)
Legal Assessor:	Maeve Holland
Hearings Coordinator:	Max Buadi
Nursing and Midwifery Council:	Represented by James Cox, Case Presenter
Ms Goolam:	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 confirmed

Decision and reasons on interim order

The panel decided to confirm 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 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.

2. 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.

3. 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 when you are working independently.
4. You must meet with your supervisor, line manager or mentor monthly to discuss:
- a) Your communication with colleagues and any feedback received from junior colleagues and peers.
 - b) Conflict resolution
 - c) Treating colleagues with dignity and respect
 - d) Identifying and coping with personal and work related stress
 - e) Your Effective management of a team, if relevant
5. You must send your case officer a report from your supervisor, line manager or mentor seven days before any NMC review hearing, commenting on:
- a) Your communications with colleagues and any feedback received from junior colleagues and peers.
 - b) Conflict resolution
 - c) Treating colleagues with dignity and respect
 - d) Identifying and coping with personal and work related stress
 - e) Effective management of a team , if relevant
6. You must tell your case officer, within seven days of your becoming aware of:
- a) Any investigation started against you.
 - b) Any disciplinary proceedings taken against you.
7. 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 Goolam'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 Goolam 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.

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

This will be confirmed to Ms Goolam in writing.

That concludes this determination.