

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 21 August 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Ameer Abdul Salam
<b>NMC PIN:</b>	23J1842O
<b>Part(s) of the register:</b>	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 20 October 2023
<b>Relevant Location:</b>	Gobowen, Oswestry
<b>Panel members:</b>	Rama Krishnan (Chair, Lay member) Karen McCutcheon (Registrant member) Danielle Sherman (Lay member)
<b>Legal Assessor:</b>	Nigel Ingram
<b>Hearings Coordinator:</b>	Eyram Anka
<b>Nursing and Midwifery Council:</b>	Represented by Ben Edwards, Case Presenter
<b>Mr Salam:</b>	Not present and represented at this hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (15 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## **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 employment as a registered nurse to one substantive employer which must not be an agency. You must ensure this employer will provide you with a formal preceptorship (or equivalent).
2. You must ensure that you are directly supervised by another registered nurse any time you are working within the preceptorship programme.
3. You must send the NMC certification that you have successfully completed the preceptorship programme (or equivalent) to the NMC within 14 days of achieving this.
4. Once your line manager has certified that you have successfully completed the preceptorship programme you must ensure that you are supervised any time you are working. This supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
5. You must not be the nurse in charge in any shift.

6. You must have monthly meetings with your line manager, mentor or supervisor to discuss your general clinical performance and conduct.
7. You must obtain and send a report from your line manager, mentor or supervisor to your NMC Case Officer before any review, hearing or meeting. This report must comment on all aspects of your general clinical performance and conduct.
8. 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.
9. 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.
10. 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.

11. 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.
  
12. 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 Mr Salam'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, Mr Salam 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 Mr Salam. The NMC will keep Mr Salam informed of developments in relation to that issue.

This will be confirmed to Mr Salam in writing.

That concludes this determination.