

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

**Interim Order Review Hearing  
Wednesday, 11 December 2024**

Virtual Hearing

**Name of Registrant:** Moras Masih

**NMC PIN:** 02C19810

**Part(s) of the register:** Nursing Sub Part 1  
RNMH: Mental Health Nurse, Level 1 (18 February 2005)  
RN1: Adult Nurse, Level 1 (25 April 2002)

**Relevant Location:** England

**Panel members:** Anthony Griffin (Chair, lay member)  
Anne Murray (Registrant member)  
Robert Marshall (Lay member)

**Legal Assessor:** Tracy Ayling KC

**Hearings Coordinator:** Samara Baboolal

**Nursing and Midwifery Council:** Represented by Shaun McPhee, Case Presenter

**Mr Masih:** Present and represented by Lucy Chapman, instructed by the Royal College of Nursing (RCN)

**Interim order to be reviewed:** Interim suspension order (18 months)

**Outcome of review:** **Interim Suspension Order replaced with Interim Conditions of practice Order**

## Decision and reasons on interim order

The panel decided to replace the interim suspension order with an interim conditions of practice order.

As such it determined that the following conditions were necessary, 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 may work for any employer, which may be an agency. Any agency placement must be a single location for a period of at least 3-months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are indirectly supervised by a registered nurse at any time you are working. This means that you should be working at all times on the same shift as another registered nurse, but you do not need to be always directly observed by them.
4. You must have monthly meetings with your line manager, supervisor or mentor (or their nominated deputy) to discuss your professional conduct and capability in relation to the regulatory concerns, specifically:
  - a) Record keeping
  - b) Medication administration
  - c) Wound care management
  - d) Observations

- e) Working cooperatively with colleagues
  - f) Treating patients with dignity and respect
  - g) Diabetes care
  - h) Patient care
5. Before any review you must provide your NMC case officer with a personal reflective piece and a report from your line manager, supervisor or mentor (or their nominated deputy) detailing your practice, competence and learning in the following areas:
- a) Record keeping
  - b) Medication administration
  - c) Wound care management
  - d) Observations
  - e) Working cooperatively with colleagues
  - f) Treating patients with dignity and respect
  - g) Diabetes care
  - h) Patient care
6. You must keep us 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 us 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 your 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, you 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, a 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 panel at an administrative meeting. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.