

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday 7 November 2024**

**Virtual Hearing**

<b>Name of Registrant:</b>	<b>Fawzia Said</b>
<b>NMC PIN</b>	01K0001O
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – (November 2001)
<b>Relevant Location:</b>	Liverpool
<b>Panel members:</b>	Mahjabeen Agha (Chair, Lay member) Lynn Bayes (Registrant member) Amy Barron (Lay member)
<b>Legal Assessor:</b>	Andrew Granville-Stafford
<b>Hearings Coordinator:</b>	Maya Khan
<b>Nursing and Midwifery Council:</b>	Represented by Anna Rubbi, Case Presenter
<b>Miss Said:</b>	Not present and not represented at the 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 varied</b>

## Decision and reasons on interim order

'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 to one substantive employer which must not be an agency or bank work.
2. You must not act as the nurse in charge of any shift, ward or floor.
3. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
  - a) direct supervision by another registered nurse when undertaking Intravenous Medication administration, until you have been deemed competent to do so independently, by a Registered Nurse;
  - b) indirect supervision at all other times, working on the same shift as, but not always directly observed by, another Registered Nurse.

You must provide your case officer with details of your competency assessment upon completion.

4. You must meet monthly with a nominated line manager or supervisor to discuss your clinical practice, competence and conduct with particular regard to:
  - a) Managing deteriorating patients;

- b) Documentation, record keeping and use of associated IT systems;
  - c) Management of the care of group of patients;
  - d) Managing the admission and discharge of patients;
  - e) Organisational and prioritisation skills; and
  - f) IV medication management and administration.
5. You must provide a report to the next reviewing panel detailing the shifts you had undertaken with your nominated line manager or supervisor to discuss your clinical practice, competence and conduct with particular regard to the matters set out in condition 4 a) to f) above.
6. 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.
7. 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.
8. You must immediately give a copy of these conditions to:
- a) Your employer

- b) 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) Your employer
  - b) Any educational establishment.
  - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

The panel decided to vary the current interim conditions of practice order.

Unless Miss Said'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 Said 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 Said's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Said. The NMC will write to Miss Said when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Said in writing.

That concludes this determination.