

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 21 March 2024**

Virtual Meeting

Name of Registrant:	Ebin Thampi
NMC PIN	15F1467E
Part(s) of the register:	Registered Nurse (Sub Part 1) Adult Nursing - Level 1 - 18 July 2015 Nurse Independent / Supplementary Prescriber 24 June 2019
Relevant Location:	Bristol
Panel members:	Liz Maxey (Chair member) Sue Gwyn (Registrant member) Ingrid Lee (Lay member)
Hearings Coordinator:	Monowara Begum
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.

'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 nursing practice to one substantive employer.
This must not be an agency.
2. You must ensure you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.
3. You must not be the nurse in charge of any shift.
4. You must meet fortnightly with your line manager, supervisor or mentor to discuss your progress and performance with specific reference to your:
 - a) Clinical assessment of patients;
 - b) Escalation of a deteriorating patient;
 - c) Communication skills; and
 - d) Infection control practices.
5. Prior to any review, you must obtain and send to your NMC case officer a report from your line manager, supervisor or mentor outlining your progress and performance with specific reference to your:
 - a) Clinical assessment of patients;
 - b) Escalation of a deteriorating patient;

- c) Communication skills; and
 - d) Infection control practices.
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) 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.
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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mr Thampi will be notified of that panel's decision in writing following that meeting.

Alternatively, Mr Thampi is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mr Thampi will be able to attend and make representations, send a representative on his behalf or submit written representations about whether the order continues to be necessary. Mr Thampi must inform his case officer if he would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mr Thampi does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mr Thampi and his representative will be invited to attend.

This decision will be confirmed to Mr Thampi in writing.

That concludes this determination.