

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday, 12 December 2025**

Virtual Hearing

|                                       |   |
|---------------------------------------|---|
| <b>Name of Registrant:</b>            | <b>Philip Banks</b>   |
| <b>NMC PIN:</b>                       | 99D0469E  |
| <b>Part(s) of the register:</b>       | Registered Nurse – Mental Health<br>RNMH – April 2002   |
| <b>Relevant Location:</b>             | Swindon   |
| <b>Panel members:</b>                 | Chris Taylor (Chair, Registrant member)<br>Lynn Bayes (Registrant member)<br>Stephanie Hayle (Lay member) |
| <b>Legal Assessor:</b>                | Charlene Bernard  |
| <b>Hearings Coordinator:</b>          | Elizabeth Fagbo   |
| <b>Nursing and Midwifery Council:</b> | Represented by Richard Webb, Case<br>Presenter  |
| <b>Mr Banks:</b>                      | Present and not represented at the hearing  |
| <b>Interim order directed:</b>        | <b>Interim conditions of practice order (15<br/>months)</b>   |

## **Decision and reasons on interim order**

The panel decided to make an interim conditions of practice order for a period of 15 months.

As such it has determined that the following conditions are 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 must limit your nursing practice to one substantive employer which must not be an agency.
2. You must not be the sole nurse on duty.
3. You must ensure that you are directly supervised any time you are administering controlled drugs by another registered nurse. This should continue until you have been formally assessed as competent to do so without supervision.

You must provide evidence of this to the NMC within 7 days of completion.

4. You must not work any night shifts.
5. You must meet with your line manager and/or supervisor monthly to discuss and reflect on your general conduct and performance including but not limited to:

- a) Medication administration
  - b) Record keeping
- 6. Prior to any review you must obtain a report from your line manager and/or supervisor which comments on your general conduct and performance including but not limited to:
  - a) Medication administration
  - b) Record keeping
- 7. 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.
- 8. 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.
- 9. 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.

10. You must tell your NMC 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.
  
11. You must allow your NMC 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 the reviewing 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.

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

This will be confirmed to you in writing.

That concludes this determination.