

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 20 June 2025**

Virtual Hearing

Name of Registrant:	Ebin Thampi
NMC PIN:	15F1467E
Part(s) of the register:	Registered Nurse – Adult – RNA – 18 July 2015 Nurse Independent / Supplementary Prescriber – V300 – 24 June 2019
Relevant Location:	Hampshire
Panel members:	Gary Tanner (Chair, lay member) Sally Glen (Registrant member) Noreen Quraishi (Lay member)
Legal Assessor:	Andrew Granville-Stafford
Hearings Coordinator:	Ifeoma Okere
Nursing and Midwifery Council:	Represented by Joy Isaacs, Case Presenter
Mr Thampi:	Not present and not represented in person
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make a conditions of practice order for a period of 18 months.

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 nursing practice to one substantive employer. If this is an agency, any placement must be for a minimum of 3 months.
2. You must not work in any patient-facing role. This means you must not undertake any work that involves providing direct physical clinical assessment, treatment, or care to patients.
3. 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.
4. 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.
5. 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.
6. 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.
7. 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 Thampi'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 Thampi 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 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 Mr Thampi. The NMC will write to Mr Thampi when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Thampi in writing.

That concludes this determination.