

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday, 6 June 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Ajeena Thudiamparambil Varkey
<b>NMC PIN:</b>	23J0877O
<b>Part(s) of the register:</b>	Registered Nurse Adult – RNA – October 2023
<b>Relevant Location:</b>	Cumberland
<b>Panel members:</b>	Jill Robinson (Chair, registrant member) Sally Glen (Registrant member) Caroline Browne (Lay member)
<b>Legal Assessor:</b>	Fiona Barnett
<b>Hearings Coordinator:</b>	Abigail Addai
<b>Nursing and Midwifery Council:</b>	Represented by Neair Maqboul, Case Presenter
<b>Mrs Varkey</b>	Present and represented by Mary-Teresa Deignan instructed by the Medical Defence Shield
<b>Interim order directed:</b>	<b>Interim conditions of practice order (15 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.

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.  
You must not work for an agency or undertake bank shifts.
2. You must ensure that you are directly supervised by another registered nurse whenever you are involved in administering and managing medicine until you are formally assessed and signed off as competent by a senior registered nurse. Evidence of your successful assessment should be sent to your NMC case officer seven days after completion.
3. For all other aspects of your practice, you must be indirectly supervised by another registered nurse consisting of working at all times on the same shift as but not always directly supervised by another registered nurse.
4. You must meet with your supervisor weekly to discuss your performance with particular regard to:
  - Medication management and administration
  - Patient assessments
  - Time management
  - Pressure area care

- Record keeping
  - Escalation of the deteriorating patient
  - Moving and handling
  - Infection prevention and control
  - Communication and teamwork
5. You must send a report from your line manager or supervisor commenting on the areas set out in condition 4 above, to your NMC case officer prior to any review.
  6. You must not be the nurse in charge of any shift.
  7. You must work with your line manager to create a personal development plan (PDP). Your PDP must address the concerns about medication management and administration, patient assessments, time management, pressure area care, record keeping, escalation of the deteriorating patient, moving and handling, infection prevention and control, communication and teamwork. You must be assessed as being competent in each area of your PDP by your line manager or supervisor before you practise independently in that area.
  8. You must send your case officer a copy of your PDP within four weeks of commencing your employment
  9. 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.
  10. 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.
11. 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.
12. 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.
13. 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

The panel decided to make this interim order for a period of 15 months. This should allow the NMC enough time to conduct their investigation.

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.