

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Friday, 14 November 2025**

Virtual Meeting

Name of Registrant:	Ajeena Thudiamparambil Varkey
NMC PIN:	23J0877O
Part(s) of the register:	Registered Nurse (Sub part 1) – Adult Nursing (Level 1) – 10 October 2023
Relevant Location:	Cumberland
Panel members:	Godfried Attafua (Chair, registrant member) Louise Jones (Lay member) Sally Glen (Registrant member)
Hearings Coordinator:	Franchessca Nyame
Interim order to be reviewed:	Interim conditions of practice order (15 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. 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.

Unless there has been a material change of circumstances, a panel will review the interim suspension 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 Mrs Varkey will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Varkey is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mrs Varkey will be able to attend and make representations, send a representative on her behalf or submit written representations

about whether the order continues to be necessary. Mrs Varkey must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mrs Varkey 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 Mrs Varkey and her representative will be invited to attend.

This decision will be confirmed to Mrs Varkey in writing.

That concludes this determination.