

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review
Thursday, 23 October 2025**

Virtual Hearing

Name of Registrant:	Binoy Krishnan
NMC PIN:	20D00300
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 21 April 2020
Relevant Location:	England
Panel members:	John Anderson (Chair, Lay member) Suzie Adam (Registrant member) Sarah Hamilton (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Elizabeth Fagbo
Nursing and Midwifery Council:	Represented by Sally Denholm, Case Presenter
Mr Krishnan:	Present and represented by Hannah Kinney, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The public would remain suitably protected by the implementation of the following varied conditions:

‘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 work for one substantive employer. This must not be an agency.
2. You must not work as the nurse in charge of any shift.
3. You must not be the sole nurse on duty.
4. You must ensure that you are supervised at all times. This supervision must consist of working on the same shift as, but not always directly observed by, another registered nurse of Band 6 (or equivalent) or above.
5. You must undertake fortnightly meetings with your line manager, mentor or supervisor to discuss your performance and wellbeing, with particular relation to:
 - a) Effective and kind communication with staff and patients
 - b) Professionalism at work
 - c) Ensuring patient dignity

6. Prior to the next review, you must send a report from your line manager, mentor or supervisor to your NMC Case Officer discussing your performance and wellbeing, with particular relation to:

- a) Effective and kind communication with staff and patients
- b) Professionalism at work
- c) Ensuring patient dignity

This should include any relevant feedback from patients and colleagues.

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 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 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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.