

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**New Interim Order Hearing  
Tuesday, 20 January 2026**

**Virtual Hearing**

<b>Name of Registrant:</b>	Paul Edril Ebis
<b>NMC PIN:</b>	21F2146O
<b>Part(s) of the register:</b>	Nursing, Sub part 1 RNA, Registered Nurse - Adult 28 June 2021
<b>Relevant Location:</b>	Cambridgeshire
<b>Panel members:</b>	Penelope Titterington (Chair, lay member) Asma Boujnah (Registrant member) Christine Wroe (Lay member)
<b>Legal Assessor:</b>	William Hoskins
<b>Hearings Coordinator:</b>	Hanifah Choudhury
<b>Nursing and Midwifery Council:</b>	Represented by Aycan Yildiz, Case Presenter
<b>Mr Ebis:</b>	Not present and not represented at the hearing; written submissions provided by the Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (12 months)</b>

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

The panel decided to make an interim conditions of practice order for a period of 12 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 not provide care to any person under the age of 18 years unless you are supervised or another adult is present as a chaperone, except in life threatening emergency situations.
2. 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.
3. 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.
4. 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.

5. 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.

6. 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 Ebis' 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 Ebis or the Nursing and Midwifery Council (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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mr Ebis. The NMC will keep Mr Ebis informed of developments in relation to that issue.

This will be confirmed to Mr Ebis in writing.

That concludes this determination.