

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 28 January 2026**

Virtual Hearing

<b>Name of Registrant:</b>	Rupam Thakur
<b>NMC PIN:</b>	24G0538O
<b>Part(s) of the register:</b>	Registered Nurse – Adult RNA – 09 July 2024
<b>Relevant Location:</b>	Blackpool
<b>Panel members:</b>	Nariane Chantler (Chair, Registrant member) Arijana Kilic (Registrant member) Gill Murgatroyd (Lay member)
<b>Legal Assessor:</b>	Natalie Byrne
<b>Hearings Coordinator:</b>	Hamizah Sukiman
<b>Nursing and Midwifery Council:</b>	Represented by Giedrius Kabasinskas, Case Presenter
<b>Mrs Thakur:</b>	Present and represented by Danielle McMahon, instructed by Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

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

The panel decided to make an interim 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, which must not be an agency. You must not undertake any agency or bank work.
2. You must not be the sole nurse on any shift.
3. You must ensure that you are directly supervised by another registered nurse any time you are administering or managing medication, until you are assessed as competent to do so independently by your line manager or supervisor.

Evidence of your competence, if obtained, must be provided to your case officer prior to any review of this interim order.

4. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
5. You must have fortnightly meetings with your line manager or supervisor to discuss your clinical performance in your registered nurse role.

6. You must provide your case officer with a report from your line manager or supervisor prior to any review of this interim order. The report must comment on your clinical performance in your registered nurse role.
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 Mrs Thakur'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, Mrs Thakur 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Thakur. The NMC will write to Mrs Thakur when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Thakur in writing.

That concludes this determination.