

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Friday 3 July 2026**

Virtual Meeting

Name of Registrant:	Rupam Thakur
NMC PIN:	24G05380
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – (July 2024)
Relevant Location:	Blackpool
Panel members:	Renée Aleong (Chair, Lay member) Nicola Harvey (Registrant member) Emma Lynch (Lay member)
Hearings Coordinator:	Charis Benefo
Interim order to be reviewed:	Interim conditions of practice order (18 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.

The panel 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 or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Thakur will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be varied, revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Thakur will be invited to attend in person, send a representative on her behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm or vary the interim conditions of practice order, or it may replace it 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.