

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 12 March 2026**

Virtual Hearing

Name of Registrant:	Bismi Kuruvila Baby
NMC PIN:	24I00920
Part(s) of the register:	Registered Nurse Adult – RNA – September 2024
Relevant Location:	Norfolk
Panel members:	Godfried Attafua (Chair, Registrant member) Louisa Hilton (Registrant member) Niall McDermott (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Fionnuala Contier-Lawrie
Nursing and Midwifery Council:	Represented by Richard Webb, Case Presenter
Mrs Baby:	Present and represented by Samantha Madden, instructed by Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

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 restrict your nursing practice to one employer. This cannot be an agency or bank work. This employer must be able to provide you with a formal preceptorship programme or equivalent.
2. Any time you are working as a registered nurse, you must be directly supervised when you are involved in administration and management of medication until you have been assessed by a registered nurse and deemed as competent. You must provide evidence of this to your NMC case officer within 7 days of achieving this.
3. At all other times you must be indirectly supervised. This must consist of you working at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must not be the nurse in charge on any shift.
5. You must meet fortnightly with your supervisor, line manager or mentor to have reflective discussions in the following areas:
 - Prioritising patients/workload
 - Monitoring and escalation of unwell patients
 - Medication and administration management

- Communication with colleagues
6. You must send a report your NMC case officer before any review hearing from your mentor, supervisor or line manager, which should comment on your performance and progress in the following areas:
 - Prioritising patients/workload
 - Monitoring and escalation of unwell patients
 - Medication and administration management
 - Communication with 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 Mrs Baby'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 Baby 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 Baby. The NMC will write to Mrs Baby when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Baby in writing.

That concludes this determination.