

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday 25 March 2026**

Virtual Meeting

Name of Registrant:	Binoy Krishnan
NMC PIN:	20D00300
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 21 April 2020
Relevant Location:	Bromley, England
Panel members:	Gary Tanner (Chair, Lay member) Leon Jacobs (Lay member) Elizabeth Williamson (Registrant member)
Hearings Coordinator:	Hazel Ahmet
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.

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

Alternatively, Mr Krishnan is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mr Krishnan will be able to attend and make representations, send a representative on his behalf or submit written representations about whether the order continues to be necessary. Mr Krishnan must inform his case officer if he would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mr Krishnan does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mr Krishnan and his representative will be invited to attend.

This decision will be confirmed to Mr Krishnan in writing.

That concludes this determination.