

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

**Substantive Order Review Hearing
Monday, 2 March 2026**

Virtual Hearing

Name of Registrant: **Manoj Sebastian**

NMC PIN: 02E07140

Part(s) of the register: Nurses part of the register Sub part 1
RN1: Adult nurse, level 1 (23 May 2002)

Relevant Location: Stoke on Trent

Type of case: Misconduct, Health

Panel members: Farrah Jaura (Chair, lay member)
Victoria Head (Registrant member)
Paula Newton (Lay member)

Legal Assessor: Nigel Ingram

Hearings Coordinator: Elizabeth Fagbo

Nursing and Midwifery Council: Represented by Naa-Adjeley Barnor, Case Presenter

Mr Sebastian: Present and not represented at this hearing

Order being reviewed: Suspension order (12 months)

Fitness to practise: Impaired

Outcome: **Conditions of practice order (24 months) to come into effect on 8 April 2026 in accordance with Article 30 (1)**

Decision and reasons on review of the substantive order

The panel decided to replace the current suspension order with a conditions of practice order.

The panel decided that the public would be suitably protected as would the reputation of the profession by the implementation of the following conditions of practice:

'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 only work for one substantive employer, which must not be an agency.
2. [PRIVATE]
3. You must have fortnightly meetings with your line manager to discuss:
 - a) Your progress in relation to your return to practice
 - b) [PRIVATE]
 - c) Identifying any relevant training requirements.
4. Provide to your NMC case officer a report from your line manager prior to any review hearing. This must cover:
 - a) Your progress in relation to your return to practice
 - b) [PRIVATE]
 - c) Identifying any relevant training requirements.
5. You must not be the sole nurse on duty.
6. You must not be the nurse in charge on any shift.

7. [PRIVATE]
8. [PRIVATE]
9. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your NMC case officer within seven days of accepting or leaving any employment.
 - b) Giving your NMC case officer your employer's contact details.
10. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your NMC case officer within seven days of accepting any course of study.
 - b) Giving your NMC case officer the name and contact details of the organisation offering that course of study.
11. 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.
12. 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.

13. You must allow your NMC 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

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

This will be confirmed to you in writing.

That concludes this determination.