

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Wednesday, 20 May 2026**

Virtual Meeting

<b>Name of Registrant:</b>	Philip Banks
<b>NMC PIN:</b>	99D0469E
<b>Part(s) of the register:</b>	Registered nurse – sub part 1 Mental health nursing (level 1) – 22 April 2002
<b>Relevant Location:</b>	Wiltshire
<b>Panel members:</b>	Michael McCulley (Chair, lay member) Michaela Higgins (Lay member) Naomi Smith (Registrant member)
<b>Hearings Coordinator:</b>	Yousrra Hassan
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (15 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order

The panel was satisfied that the following conditions remain necessary:

*'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.
2. You must not be the sole nurse on duty.
3. You must ensure that you are directly supervised any time you are administering controlled drugs by another registered nurse. This should continue until you have been formally assessed as competent to do so without supervision.

You must provide evidence of this to the NMC within 7 days of completion.

4. You must not work any night shifts.
5. You must meet with your line manager and/or supervisor monthly to discuss and reflect on your general conduct and performance including but not limited to:
  - a) Medication administration
  - b) Record keeping
6. Prior to any review you must obtain a report from your line manager and/or supervisor which comments on your general conduct and performance including but not limited to:

- a) Medication administration
- b) Record keeping

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 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.

11. 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

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 Banks will be notified of that panel's decision in writing following that meeting.

Alternatively, Mr Banks is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mr Banks 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 Banks must inform his case officer if he would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mr Banks 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 Banks and his representative will be invited to attend.

This decision will be confirmed to Mr Banks in writing.

That concludes this determination.