Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Tuesday, 20 October 2026

Virtual Hearing

Name of You:	Salimma Philip
NMC PIN:	21B1072E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 9 July 2021
Relevant Location:	Kent
Panel members:	Rachel Forster (Chair, Lay member) Jason Flannigan-Salmon (You member) Keith Murray (Lay member)
Legal Assessor:	Caroline Hartley
Hearings Coordinator:	Peter Lumsden
Nursing and Midwifery Council:	Represented by Catrin Gregory-Wallace, Case Presenter
Ms Philip:	Not present and unrepresented
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 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 limit your nursing practise to one substantive employer, if this is an agency you may only work in single clinical placements of no less than 3 months.

2. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not directly observed by, another registered nurse.

3. You must not be the nurse in charge any time you are working as a nurse.

4. You must have fortnightly meetings with your line manager, mentor or supervisor to discuss:
    - Record keeping
    - Communication
    - Duty of candour
    - Documentation
    - Escalation and deterioration of patients
    - IV competency

5. You must provide the NMC with a report from your line manager dealing with the following:

    - Record keeping

- Communication
- Duty of candour
- Documentation
- Escalation and deterioration of patients
- IV competency

6. You must not administer IV medication unless you have been deemed competent by your employer. Once you have completed the IV competency test you must provide the NMC the evidence within seven days of completion.

7. You must keep us 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 us 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 agency you apply to or are registered with for work.
    c) Any employers you apply to for work (at the time of application).
    d) 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 your 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, you 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.