

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 2 October 2026**

Virtual Hearing

Name of Registrant:	Gijomon Puthiyakalathil Thankachan
NMC PIN:	20L0798O
Part(s) of the register:	Registered Nurse – Adult RN1 – December 2020
Relevant Location:	Scottish Borders Council
Panel members:	Palbinder Thandi (Chair, Lay member) Judith Francois (Registrant member) Wendy West (Lay member)
Legal Assessor:	Andrew Granville-Stafford
Hearings Coordinator:	Monowara Begum
Nursing and Midwifery Council:	Represented by Frances Easton, Case Presenter
Mr Thankachan:	Present and represented by Lauren Doherty, Anderson Strathern
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 limit your practice to one substantive employer; this could be an agency or bank work. If you are employed by an agency or undertake bank work, you must be allocated to a single place of work for a minimum of three months.
2. You must not be the sole nurse in charge of any shifts.
3. You must ensure you are directly supervised any time you are working. Your supervision must consist of being directly observed by another registered nurse of Band 6 or above until you are deemed by your clinical line manager / supervisor to have successfully demonstrated competency in each of the following areas:
 - Medication administration
 - Infection prevention and control
 - Working within your scope of competence
 - Clinical assessment and decision making
 - Record keeping
 - Communication
4. You must have monthly meetings with your clinical line manager / supervisor to discuss your performance and progress in the following areas:

- Medication administration
 - Infection prevention and control
 - Working within your scope of competence
 - Clinical assessment and decision making
 - Record keeping
 - Communication
5. Prior to any review hearing or meeting from your clinical line manager / supervisor provide a report to the NMC outlining the following areas:
- Medication administration
 - Infection prevention and control
 - Working within your scope of competence
 - Clinical assessment and decision making
 - Record keeping
 - Communication
6. 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.
7. 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.
8. 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.
9. 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.
10. 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 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 the reviewing 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.