

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 6 February 2024**

Virtual Hearing

Name of Registrant:	Vaisakh Thankappan Pillai Sreedevi
NMC PIN:	19J0694O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) –17 October 2019
Relevant Location:	Bedford
Panel members:	Christopher Taylor (Chair, Registrant member) Aileen Cherry (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Charlotte Mitchell-Dunn
Hearings Coordinator:	Eyram Anka
Nursing and Midwifery Council:	Represented by Alban Brahim, Case Presenter
Mr Sreedevi:	Present and represented by Melissa Jones, counsel instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 practice to a single substantive employer and must not engage in any agency or bank work.
2. You must not work as the nurse in charge on any shift.
3. You must not be the sole nurse on duty on any shift.
4. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must meet monthly with your line manager or supervisor to discuss:
 - a) [PRIVATE]
 - b) general conduct in the workplace.
6. You must provide the NMC with a report from your line manager or supervisor prior to the next interim order review in relation to the following:
 - a) [PRIVATE]
 - b) Your general conduct in the workplace.

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10.[PRIVATE]

11. You must keep the NMC informed about anywhere you are working by:

- a) Telling your case officer within seven days of commencing or leaving any employment.
- b) Giving your case officer your employer's contact details.

12. 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.

13. You must immediately give a copy of these conditions to:

- a) Any potential employer at the time of application.
- b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

14. 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.

15. 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) Your 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.

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.