

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 12 December 2024**

Virtual Hearing

Name of Registrant:	Manju Abraham
NMC PIN	24G07390
Part(s) of the register:	Registered Nurse RNA: Adult Nurse – July 2024
Relevant Location:	Plymouth
Panel members:	Ingrid Lee (Chair, lay member) Yvonne Wilkinson (Registrant member) Geoffrey Baines (Lay member)
Legal Assessor:	Gerard Coll
Hearings Coordinator:	Monowara Begum
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Mrs Abraham:	Not present and not represented at the hearing
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 work for a single employer which must not be an agency.
2. You must be directly supervised by another registered nurse until you have successfully completed a formal preceptorship programme and deemed competent to practise safely and independently as a Band 5 registered nurse. This preceptorship programme must include the following areas of clinical practice:
 - a) Infection control.
 - b) Identification and Management of deteriorating patients.
 - c) Medicine management and administration.
 - d) Record keeping.
 - e) Communication with patients, patients’ families and colleagues.
3. You must provide monthly reports to your NMC case officer from your line manager/mentor/supervisor outlining your progress on the preceptorship programme.
4. 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.
5. 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.
6. 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.
7. 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.
8. 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 Mrs Abraham's 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, Mrs Abraham 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 Mrs Abraham. The NMC will write to Mrs Abraham when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Abraham in writing.

That concludes this determination.