

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 30 May 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Sharath Varghese
<b>NMC PIN</b>	19I05220
<b>Part(s) of the register:</b>	Registered Nurse - Adult RN1 September 2019
<b>Relevant Location:</b>	Swindon
<b>Panel members:</b>	Katriona Crawley (Chair, lay member) Cheryl Hobson (Lay member) Marianne Scott (Registrant member)
<b>Legal Assessor:</b>	Gill Hawken
<b>Hearings Coordinator:</b>	Eidvile Banionyte
<b>Nursing and Midwifery Council:</b>	Represented by Poppy Cleary, Case Presenter
<b>Mr Varghese:</b>	Present and represented by Neil Rees, instructed by the Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## 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 nursing practice to [PRIVATE]
2. You must restrict your nursing practice to a non-patient facing role.
3. You must keep us informed about anywhere you are working by:
  - Telling your case officer within seven days of leaving the [PRIVATE]
4. 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.
5. You must immediately give a copy of these conditions to:
  - a) [PRIVATE].
  - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

6. 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.
  
7. 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 current 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 allegation 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.