

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Tuesday, 12 August 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Lan Sum Nancy Cheng
<b>NMC PIN:</b>	93K01220
<b>Part(s) of the register:</b>	Nursing – Sub part 1 RN1: Adult Nurse, Level 1 (30 November 1993)
<b>Relevant Location:</b>	Harrow
<b>Panel members:</b>	Adrian Blomefield (Chair, Lay member) Janet Williams (Registrant member) Lynne Vernon (Lay member)
<b>Legal Assessor:</b>	Nicholas Baldock
<b>Hearings Coordinator:</b>	Bethany Seed
<b>Nursing and Midwifery Council:</b>	Represented by Ruth Alabaster, Case Presenter
<b>Ms Cheng:</b>	Not present and unrepresented at this hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## **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 only work for one substantive employer which is not an agency.
2. You must have monthly meetings with your manager/supervisor/mentor to discuss your overall clinical practice with specific reference to communication, documentation, and accountability.
3. You must provide a report to your NMC case officer prior to any review hearing. This must contain information about your practice in relation to communication, documentation, and accountability.
4. You must be supervised by another registered nurse any time you are working, and this must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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 Ms Cheng'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, Ms Cheng 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 Ms Cheng. The NMC will keep Ms Cheng informed of developments in relation to that issue.

This will be confirmed to Ms Cheng in writing.

That concludes this determination.