

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Tuesday, 30 December 2025**

Virtual Meeting

Name of Registrant:	Tenzin Sangay
NMC PIN:	23G0792O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 12 July 2023
Panel members:	Katriona Crawley (Chair, lay member) Sally Glen (Registrant member) Sally Allbeury (Lay member)
Hearings Coordinator:	Franchessca Nyame
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

‘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 Northern Care Alliance and not work for any bank or agency.
2. [PRIVATE].
3. [PRIVATE].
4. [PRIVATE].
5. You must have direct supervision at any time you are providing direct patient care.
6. You must meet with your manager or supervisor every two weeks to discuss:
 - a) [PRIVATE];
 - b) Your workload;
 - c) Your performance.
7. You must send a report from your line manager or supervisor to the NMC prior to any review hearing outlining your discussions in relation to:
 - a) [PRIVATE];
 - b) Your workload;
 - c) Your performance.

8. You must obtain a report from [PRIVATE] before each review. Each report must contain details of your:
 - a) [PRIVATE].
 - b) Compliance with these conditions.
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 accepting or leaving any employment.
 - b) Giving your case officer your employer's contact details.
12. You must immediately give a copy of these conditions to:
 - a) Northern Care Alliance.
 - 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.
13. 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.
14. You must tell your NMC 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 NMC case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:

- a) The Northern Care Alliance.
- b) Any future employer.
- c) Any educational establishment.
- d) Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the order at this meeting and Mr Sangay will be notified of that panel's decision in writing following that meeting.

Alternatively, Mr Sangay is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mr Sangay will be able to attend and make representations, send a representative on his behalf or submit written representations about whether the order continues to be necessary. Mr Sangay must inform his case officer if he would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mr Sangay does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mr Sangay and his representative will be invited to attend.

This decision will be confirmed to Mr Sangay in writing.

That concludes this determination.