

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 18 December 2025**

Virtual Hearing

Name of Registrant:	William Sarpong
NMC PIN:	17E0408E
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing (Level 1) – 15 September 2017
Relevant Location:	Essex
Panel members:	Yvonne Wilkinson (Chair, Registrant member) Winilda Ngoshi (Registrant member) Sophie Hutchinson (Lay member)
Legal Assessor:	Megan Ashworth
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mr Sarpong:	Present and represented by Priya Khanna, instructed by the Royal College of Nursing (RCN)
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 18 months.

The panel was of the view that the public interest would be met by the implementation of the following conditions:

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 not be the nurse in charge of any shift or the sole nurse on duty.
2. You must ensure that you are working at all times on the same shift as, but not always directly observed by, a registered nurse.
3. You must have monthly meetings with your line manager, supervisor or mentor to discuss your performance and conduct in the workplace.
4. Prior to any review hearing, you must provide a report from your line manager, supervisor or mentor to your NMC Case Officer. This report must contain details of your performance and conduct in the workplace.
5. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your NMC case officer within seven days of accepting any course of study.
 - b) Giving your NMC 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 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.
8. You must allow your NMC case officer to share, as necessary, details about your performance, your compliance with and/or progress under these conditions:
 - 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.

The panel decided to make this interim order for a period of 18 months as the NMC's investigation is at an early stage and there are a number of witness statements to be obtained.

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 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 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.