

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday 30 July 2025**

Virtual Hearing

Name of Registrant:	Tenzin Sangay
NMC PIN:	23G0792O
Part(s) of the register:	Registered Nurse – Adult Nursing
Panel members:	Kiran Gill (Chair – Lay member) Helen Hughes (Registrant member) Lizzie Walmsley (Lay member)
Legal Assessor:	Paul Housego
Hearings Coordinator:	Vicky Green
Nursing and Midwifery Council:	Represented by Yusuf Segovia, Case Presenter
Mr Sangay:	Present and unrepresented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

'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) [PRIVATE]
 - 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) [PRIVATE]
 - c) Your performance.
8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

11. You must keep us 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.

This interim conditions of practice order will run for the remainder of the current interim order.

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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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.