

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 17 November 2025**

Virtual Hearing

Name of You:	Nancy Ncuti
NMC PIN:	20F1986E
Part(s) of the register:	Registered Nurse Children – RNC – December 2020
Relevant Location:	Sheffield
Panel members:	Judith Ebbrell (Chair, registrant member) Aileen Cherry (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Audrey Chikosha
Nursing and Midwifery Council:	Represented by Alex Granville, Case Presenter
Ms Ncuti:	Present at the hearing
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 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 restrict your practice to one substantive employer. This can be an agency or nurse bank.
2. You must not be the nurse in charge on any shift
3. You must be directly supervised anytime that you are undertaking medications management and administration until assessed as competent by another registered nurse. A copy of your competency assessment should be sent to the NMC within 7 days of completion.
4. At all other times you must be indirectly supervised by another registered nurse. This indirect supervision includes working on the same shift as, but not always directly supervised by another registered nurse.
5. You must meet with your line manager/ supervisor/ mentor every month and discuss your practice in relation to:
 - a) Medicines management and administration
 - b) Record keeping
 - c) Escalating clinical concerns

6. You must send a report to the NMC from your line manager/ supervisor/ mentor before any NMC review hearing or meeting commenting on your practice in relation to:
 - a) Medicines management and administration
 - b) Record keeping
 - c) Escalating clinical concerns
7. 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.
8. 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.
9. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
10. 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.

11. 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 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 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.