

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

**Interim Order Review Hearing
Wednesday, 15 October 2025**

Virtual Hearing

Name of Registrant:	Charan Kanwal Sidhu
NMC PIN:	84I2526E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 15 November 1987
Relevant Location:	Coventry and Warwickshire
Panel members:	Penelope Titterington (Chair, lay member) Mordecai Edziye Dadzie (Registrant member) Callum Lamont (Lay member)
Legal Assessor:	Juliet Gibbon
Hearings Coordinator:	Eric Dulle
Nursing and Midwifery Council:	Represented by Vanessa Mistry, Case Presenter
Mrs Siddhu:	Not present and unrepresented
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 vary 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' means any course of educational study connected to nursing, midwifery, or nursing associates.

1. You must not act in a managerial capacity in any setting where you are working as a registered nurse.
2. You must not be the nurse in charge or the only nurse on any shift in any setting where you are working as a registered nurse.
3. You must provide a report to the NMC from your current manager before any review hearing or meeting commenting on your conduct and performance in the workplace.
4. 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.
5. 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.

6. 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.
 - e. Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
7. 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.
8. 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.

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Ms Sidhu'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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Ms Sidhu. The NMC will keep Ms Sidhu informed of developments in relation to that issue.

This will be confirmed to Ms Sidhu in writing.

That concludes this determination.