

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 29 September 2025**

Virtual Hearing

|                                       |                                                                                                                                                                                                               |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | <b>Dr Cindy U Chacha</b>                                                                                                                                                                                      |
| <b>NMC PIN:</b>                       | 02Y0087O                                                                                                                                                                                                      |
| <b>Part(s) of the register:</b>       | Registered nurse – sub part 1<br>Adult nursing (level 1) – 8 May 2002<br>Specialist practitioner<br>General practice nursing – 8 April 2008<br>Nurse independent / supplementary prescriber<br>– 13 June 2013 |
| <b>Relevant Location:</b>             | Portsmouth                                                                                                                                                                                                    |
| <b>Panel members:</b>                 | Palbinder Thandi (Chair, lay member)<br>Sandra Norburn (Lay member)<br>Kathryn Evans (Registrant member)                                                                                                      |
| <b>Legal Assessor:</b>                | Andrew Granville-Stafford                                                                                                                                                                                     |
| <b>Hearings Coordinator:</b>          | Max Buadi                                                                                                                                                                                                     |
| <b>Nursing and Midwifery Council:</b> | Represented by Maham Malik, Case Presenter                                                                                                                                                                    |
| <b>Dr Chacha:</b>                     | Not present and not represented at this hearing                                                                                                                                                               |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18 months)                                                                                                                                                              |
| <b>Outcome of review:</b>             | <b>Interim conditions of practice order confirmed</b>                                                                                                                                                         |

## **Decision and reasons on interim order**

The panel decided to confirm 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’ mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must limit your nursing practice to one employer, this can be an agency, with a contract being for a minimum of three months in the same unit or ward.
2. You must not be the nurse in charge of any unit, ward or shift.
3. You must only administer medication by injection if directly supervised by another registered healthcare professional.
4. You must not work as a clinical educator, mentor or supervisor, or sign off a nurse as competent to undertake any specific clinical tasks.
5. You must ensure that you are supervised any time you are working.  
Your supervision must consist of:
  - Working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.
  - Monthly meetings with your line manager, mentor or supervisor to discuss your general performance as a nurse, with particular regard to caring for vulnerable patients and issues of consent.
  - You must provide a report from your line manager, mentor or supervisor prior to the next review. This report must include

reference to your general performance, as well as your ability to care for vulnerable patients and issues of consent.

6. 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.
7. You must keep us 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.
8. 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.
9. 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.
10. 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 agency you apply to or are registered with for work.
- b) Any current or future employer.
- c) Any educational establishment.
- d) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Dr Chacha'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. Additionally, Dr Chacha 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 Dr Chacha. The NMC will write to Dr Chacha when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Dr Chacha in writing.

That concludes this determination.