

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 5 September 2025**

Virtual Hearing

Name of Registrant:	Habib Ntandikiye
NMC PIN:	14E2038E
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing – (September 2014)
Relevant Location:	West Sussex
Panel members:	Katriona Crawley (Chair, lay member) Judith Francois (Registrant member) Michaela Higgins (Lay member)
Legal Assessor:	Karen Rea
Hearings Coordinator:	Ekaette Uwa
Nursing and Midwifery Council:	Represented by Alex Radley, Case Presenter
Mr Ntandikiye:	Not Present and unrepresented at this hearing. Written submissions received from the Royal College of Nursing (RCN).
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

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' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must only work for one substantive organisation. If this work is obtained via an agency, this must be for a minimum placement of 3 months on the same ward or unit.
2. You must not be the nurse in charge of any shift.
3. Whilst working as a nurse on your ward or unit, you must be chaperoned during all one-to-one patient contact.
4. You must provide the NMC with a report prior to any review from your line manager on your general performance and conduct, including your compliance with these conditions.
5. 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.
6. 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.
7. You must immediately give a copy of these conditions to:
- a) Any organisation 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.
8. 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.
9. 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 Mr Ntandikiye'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, Mr Ntandikiye 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 Mr Ntandikiye. The NMC will write to Mr Ntandikiye when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Ntandikiye in writing.

That concludes this determination.