

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

**Substantive Order Review Hearing
Monday 17 August 2026**

Virtual Hearing

Name of Registrant:	Raniel Cang
NMC PIN:	17D0077O
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing – 13 April 2017
Relevant Location:	Blackpool
Type of case:	Misconduct
Panel members:	Michael Williams (Chair, lay member) Prisca Igwe (Registrant member) Ian Hanson (Lay member)
Legal Assessor:	Gerard Coll
Hearings Coordinator:	Rene Aktar
Nursing and Midwifery Council:	Represented by Shopna Roy, Case Presenter
Mr Cang:	Present and unrepresented at the hearing
Order being reviewed:	Conditions of practice order (12 months)
Fitness to practise:	Impaired
Outcome:	Conditions of practice order (12 months)

Decision and reasons on review of the substantive order

The panel decided to confirm the current conditions of practice order.

This order will come into effect at the end of 30 September 2026 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

This is the third review of a substantive suspension order originally imposed for a period of 6 months by a Fitness to Practise Committee panel. This was reviewed on 19 February 2025 when the suspension order continued. On 21 August 2025, the suspension order was replaced with a conditions of practice order for 12 months.

The current order is due to expire at the end of 30 September 2026.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

The charge found proved which resulted in the imposition of the substantive order were as follows:

'That you, a registered nurse:

- 1) November 2022 and February 2023, on one or more occasion, you failed to follow the medication administration policy in that you:*
 - a) took out controlled drugs from the controlled drugs cupboard in the absence of a witness;*
 - b) did not ensure that the administration of Morphine to Resident A was witnessed by a second member of staff;*
 - c) did not ensure that the administration of Morphine to Resident B was witnessed by a second member of staff;*
 - d) On 25 November 2022 on your medication rounds you took medication allocated for more than one Resident at a time*

- 2) *Between November 2022 and February 2023, on one or more occasion as identified in Schedule 1, you forged a signature purported to belong to another member of staff in the controlled drugs book*
- 3) *Your actions at Charge 2 were dishonest in that you intended to give the impression that the administration of controlled drugs had been witnessed by a member of staff, when you knew they had not*

AND in light of the above, your fitness to practise is impaired by reason of your misconduct.

Schedule 1:

Undated entry titled, 'received from boots' on page 16 for 600ml of Oromorph 2 entries dated 21 December 2022 at 18:00 for 100ml of Oromorph

Undated entry

22 December 2022 for 5mg Morphine Sulphate

22 December 2022 for 5mg Morphine Sulphate

30 December 2022 for 5mg Morphine Sulphate

3 January 2023 for 5mg Morphine Sulphate MR tablets

3 January 2023 for 5mg Morphine MR tablets

6 January 2023 for 5mg Morphine MR tablets

6 January 2023 for 5mg of Morphine MR tablets

9 January 2023 for 10mg Morphine modified release tablets

9 January 2023 for 5mg of Morphine MR

9 January 2023 for 5mg of Morphine MR

10 January 2023 for 8mg Morphine MR

10 January 2023 for 10mg of Morphine MR

10 January 2023 for 10mg of Morphine modified release tablets

15 January 2023 for 5mg of Morphine MR tablets

15 January 2023 for 5mg of Morphine MR tablets

15 January 2023 for 10mg of Morphine modified release tablets

19 January 2023 for 5mg of Morphine MR tablets

19 January 2023 for 5mg of Morphine MR tablets

20 January 2023 for 5mg of Morphine MR tablets

20 January 2023 for 5mg of Morphine MR tablets

1 February 2023 for 5mg of Morphine MR tablets

1 February 2023 for 5mg of Morphine MR tablets

2 February 2023 for 5mg of Morphine MR tablets

2 February 2023 for 5mg of Morphine MR tablets'

The second reviewing panel determined the following with regard to impairment:

'In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel noted that the last reviewing panel found that you had developing insight as result of your oral and written submissions, including your reflection. It noted that you had demonstrated an understanding of the adverse effects of your actions on patients and colleagues. At this hearing, the panel in its deliberations took into account your reflective piece, training certificates and your oral evidence. It noted that whilst you have undertaken steps to remediate your actions and have shown further development into your insight regarding your actions, there is still a lack of understanding into your actions and your reflection and insight only focuses on one and not both orders imposed against you.

The panel decided that you have not sufficiently reflected and shown insight into case 2, regarding the impact of the breach of interim conditions.

The panel therefore determined that remediation in relation to these issues is difficult to quantify by training and reflections alone. In its consideration of whether you have taken steps to strengthen your practice, the panel took into account your reflective pieces, training certificates and your oral evidence. It noted your improved ability to record and document accurately whilst working as a healthcare assistant as detailed in your reflection and training certificates but determined that does not adequately reflect the concerns in both orders imposed. Therefore, public interest

and public protection must be upheld until you provide further evidence of strengthening practice.

The last reviewing panel determined that you are liable to repeat matters of the kind found proved. Today's panel has heard oral evidence from you was in receipt of your reflective piece and training certificates. In light of this, this panel determined that you are still liable to repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is required.

For these reasons, the panel finds that your fitness to practise remains impaired.'

The second reviewing panel determined the following with regard to sanction:

'Having found your fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

The panel first considered the imposition of a caution order but concluded that this would be inappropriate in view of the seriousness, and the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where 'the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.' The panel considered your misconduct was not at the lower end of the

spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether imposing a conditions of practice order on your registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel accepted that you have provided reflective pieces more focused on the first order, you have also undertaken some training and have been working as a healthcare assistant in a nursing home.

The panel was of the view that a conditions of practice order is sufficient to protect patients and the wider public interest. It also stated that this will give you an opportunity to address your past failings, whilst providing you the opportunity to further develop your insight and strengthen your practice.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate and would not be a reasonable response in your case.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 12 months in case 1 and case 2, which will come into effect on the expiry of the second order at the end of 30 October 2025. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

‘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 employment to one substantive employer; this must not be an agency.*
2. *You must ensure that you are supervised at all times by a registered nurse, but this does not have to be direct observation.*
3. *You must ensure that you are directly supervised by a registered nurse when administering medication until you are formally assessed as competent by a registered nurse.*
4. *You must work with a supervisor, who is another registered nurse approved by your employer to act as a mentor, to devise a personal development plan (PDP). Your PDP must address the concerns about:*
 - i. *Medication administration and management.*
 - ii. *Record keeping, particularly the CD book.*
 - iii. *Clinical documentation.*
 - iv. *The importance of adherence to these conditions of practice.*
5. *You must:*
 - i. *Send your case officer a PDP which addresses the concerns outlined in 4 i), ii), iii) and iv) above, prior to the next review hearing.*
 - ii. *Meet with your supervisor every month to discuss your progress towards achieving the aims set out in your PDP.*
 - iii. *Send your case officer a report on your progress towards achieving your PDP goals from your mentor every 2 months.*
6. *You must immediately give a copy of these conditions and inform the following of any regulatory investigations you are the subject of:*
 - i. *Your prospective employer.*

7. *You must tell your case officer, within seven days of your becoming aware of:*

- i. Any clinical incident you are involved in.*
- ii. Any investigation started against you.*
- iii. Any disciplinary proceedings taken against you.*

The period of this order is for 12 months. The panel was of the view that this would provide you with sufficient time to strengthen your practice and work towards the areas identified in the conditions of practice order. It also noted that this would allow enough time for you to secure employment as a nurse.

Before the order expires, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order, including potentially a striking off order.

Any future panel reviewing this case would be assisted by:

- A submission of a reflective piece evidencing that you have taken steps to address the professional concerns giving rise to these proceedings. You should provide information on what went wrong, why it went wrong and what you would do differently now.*
- The panel suggested that you may wish to use a nursing reflective model templates and some can be found on the NMC website, that could assist you with writing an effective reflection addressing all the concerns that amounted to your misconduct.*
- It further suggested that a future panel would be assisted by evidence of written testimonials from employers and other registered nurses or mentors within a healthcare setting.*

This will be confirmed to you in writing.

That concludes this determination.'

Decision and reasons on current impairment

The panel has considered carefully whether your fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the Nursing and Midwifery Council (NMC) has defined fitness to practise as a registrant's suitability to remain on the register without restriction. In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it, including the NMC bundle, and testimonials from you. It has taken account of the submissions made by Ms Roy on behalf of the NMC.

Ms Roy drew the panel's attention to the conditions of practice. She submitted that you have been working as a health care assistant since the order took effect and that you have approached your employer to request that you can administer medication under the supervision of a registered nurse. Ms Roy submitted that your employer refused this due to the company not being able to accommodate this arrangement.

Ms Roy submitted that in relation to the reflection provided, you have not reflected on your insight in relation to the second case. She said that the reflection does not add anything in relation to the steps you have taken to address the professional concerns giving rise to the concerns in relation to both cases.

Ms Roy submitted that you have not complied with condition 4, in that you have not appeared to have worked with the supervisor who is a registered nurse approved by the employer and condition 5 in terms of providing copies of those plans and have not provided evidence of written testimonials from employers and other registered nurses. She said during her submission that although a testimonial was provided by a healthcare assistant, a testimonial provided by a manager or a registered nurse would have been more useful. She later agreed that such a testimonial was provided.

Ms Roy submitted that no new information has been provided by you that can show that you have further reflected on both cases. She submitted that you are still liable to repeat the matters of the proof until you have shown that you have remediated or reflected further.

Ms Roy submitted that there is no information to suggest remediation or further reflection. She submitted that you remain impaired and that a finding of continued impairment is necessary on the grounds of public protection and public interest.

Ms Roy submitted that a fully informed member of the public would be seriously concerned should the impairment not be made at this time. She submitted that a further period of conditions would be sufficient to allow you to properly reflect and strengthen your practice.

You said that the expectation for you is that you administer medication supervised by a registered nurse until you are assessed as competent. You said that the conditions of practice has required a level of supervision and support. You said that this could not be provided by your current employer.

You said that you would not be able to work as a care home assistant practitioner or a nurse at your current workplace and so you would not be able to administer medication. You said that you have been waiting for this opportunity since you have received a conditions of practice order.

You said that you are allowed to countersign uncontrolled drug medication and that you have been practicing it in the correct way. You said that you check the expiry date of the medication and make sure that you are present when the medication is taken out of the controlled drugs cupboard and that the patient is given the correct dose. You said that you have completed training on medication administration and online training with the company.

You said that you request the NMC to allow you the time to find another job as a senior carer where you are able to comply with the conditions of practice order properly and to provide evidence that a future panel would require from you. You said that this will allow

you to complete your personal development plan. You said that you request more time for the opportunity to prove yourself in the future.

When answering the panel's questions, you said that you would want to become a senior healthcare practitioner and then move into the role of a nurse. You said that if there is no opportunity offered for a nurse role then you would take the care home assistant practitioner as this would allow you to provide evidence to the NMC that you are able to practice safely.

You said that in terms of honesty, if you did not witness the medication being given, then you would not sign that medication. You said that you do not want to repeat what happened from your experience before.

You said that if you were to make your personal development plan moving forward, then you would be documenting everything and that you would detail the date on which you were asked to countersign a medication.

You said that you previously disregarded the rules for public safety. You said that you have done things outside of work to balance your social life.

The panel heard and accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel noted that the last reviewing panel found that you have not sufficiently developed your level of insight. At this hearing the panel noted that you are currently attempting to apply for a care home assistant practitioner role at your current employment. However, the panel noted that you are not able to comply with the current conditions of practice order in place due to not being able to secure the role that you want in order to

provide evidence to the NMC. The panel have had no information in relation to strengthen your practice and how your insight has developed.

The panel noted that you have not provided any testimonials from your current employer or a reflective piece in sufficient depth and detail by you in relation to your nursing practice. The panel determined that you have not yet demonstrated that you have remediated the failings in your practice and concluded that there therefore remains a risk of repetition and a consequent risk of harm to patients.

In light of this, the panel determined that there is a risk that you may repeat matters of the kind found proved and that to allow you to return to unrestricted practice would place patients at risk of harm. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel noted that there have been no material changes since the last hearing. The panel noted that you have not been able to comply with the current conditions of practice order as you have not been able to secure employment as a nurse. It was of the view that you have continued to engage with the NMC and that you are making efforts to apply for a care home assistant practitioner at your current workplace. The panel was of the view that you have not yet had an opportunity to remedy your failings by complying with all of the conditions. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that your fitness to practise remains impaired.

Decision and reasons on sanction

Having found your fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in

Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

It then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where *'the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.'* The panel considered that your misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether imposing a further conditions of practice order on your registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel accepted that you have been unable to comply with conditions of practice due to their current employment status, but that you are engaging with the NMC and are willing to comply with any conditions imposed.

The panel was of the view that a further conditions of practice order is sufficient to protect patients and the wider public interest, noting, as the original panel did, that the misconduct was related to poor judgement rather than clinical competence. In this case, there are conditions which could be formulated to protect patients.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate and would not be a reasonable response in the circumstances

of your case given your level of engagement and that you appear to be making progress within your nursing role.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 30 September 2026. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

'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 employment to one substantive employer; this must not be an agency.
2. You must ensure that you are supervised at all times by a registered nurse, but this does not have to be direct observation.
3. You must ensure that you are directly supervised by a registered nurse when administering medication until you are formally assessed as competent by a registered nurse.
4. You must work with a supervisor, who is another registered nurse approved by your employer to act as a mentor, to devise a personal development plan (PDP). Your PDP must address the concerns about:
 - i. Medication administration and management.
 - ii. Record keeping, particularly the CD book.
 - iii. Clinical documentation.
 - iv. The importance of adherence to these conditions of practice.
5. You must:

- i. Send your case officer a PDP which addresses the concerns outlined in 4 i), ii), iii) and iv) above, prior to the next review hearing.
 - ii. Meet with your supervisor every month to discuss your progress towards achieving the aims set out in your PDP.
 - iii. Send your case officer a report on your progress towards achieving your PDP goals from your mentor every 2 months.
6. You must immediately give a copy of these conditions and inform the following of any regulatory investigations you are the subject of:
 - i. Your prospective employer.
7. You must tell your case officer, within seven days of your becoming aware of:
 - i. Any clinical incident you are involved in.
 - ii. Any investigation started against you.
 - iii. Any disciplinary proceedings taken against you.

The period of this order is for 12 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 30 September 2026 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- Monthly reflection of each of the conditions where you have gathered evidence addressing the conditions.

- A submission of a reflective piece evidencing that you have taken steps to address each of the professional concerns giving rise to these proceedings. You should provide information on what went wrong, why it went wrong and what you would do differently now.
- The panel suggested that you may wish to use a nursing reflective model templates and some can be found on the NMC website, that could assist you with writing an effective reflection addressing all the concerns that amounted to your misconduct.
- It further suggested that a future panel would be assisted by evidence of written testimonials from employers and other registered nurses or mentors within a healthcare setting.

This will be confirmed to you in writing.

That concludes this determination.