

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

**New Interim Order Hearing
Tuesday, 14 July 2026**

Virtual Hearing

Name of Registrant:	Tendai Margaret Ushendibaba
NMC PIN	00D0522E
Part(s) of the register:	Nursing, Sub part 1 RNMH, Mental health nurse, level 1 16 July 2004
Relevant Location:	Northern Ireland
Panel members:	Wayne Miller (Chair, Lay member) Roisin Ann Toner (Registrant member) Marilyn Norman (Lay member)
Legal Assessor:	Gillian Hawken
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Raj Joshi, Case Presenter
Ms Ushendibaba:	Present and not represented
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.

'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 will limit your nursing practice to a single substantive employer. This must not be an agency.
2. You must not be the nurse in charge on any shift, ward or clinical area.
3. You will ensure that you are supervised by another registered nurse any time you are working. Your supervision will consist of:
 - working at all times on the same shift as, but not always directly supervised by, another registered nurse
 - direct supervision where you are directly observed by another registered nurse any time you are administering medication, until such time as you have been signed off as competent in medication administration by your line manager/mentor/supervisor. This will include a competence-based assessment of your medication skills which you must send to the NMC within 7 days of completion
4. You must have fortnightly meetings with your line manager, supervisor or mentor for a minimum of two months of employment to discuss your conduct in the workplace and monthly thereafter. You must provide evidence of these

meetings to your NMC Case Officer prior to any NMC review hearing.

5. You will work with your line manager or mentor to create a personal development plan (PDP). The PDP will specifically address the concerns about your:
 - medication administration and management
 - prioritisation of work and time management
 - working collaboratively and respectfully with colleagues
6. You will send your NMC Case Officer the following:
 - a copy of your PDP within one month of you gaining employment as a registered nurse
 - a report from your line manager or mentor every 3 months. This report will show your progress towards achieving the aims set out in your PDP and comment on the standard of your practice in relation to the areas identified in your PDP
7. You will send your NMC Case Officer a reference from your line manager or workplace supervisor, detailing your compliance with these conditions and your nursing practice generally prior to the next review hearing.
8. You will keep the NMC informed about anywhere you are working by:
 - a. Telling your NMC Case Officer within seven days of accepting or leaving any employment
 - b. Giving your NMC Case Officer your employer's contact details

9. You must keep the NMC informed about anywhere you are studying by:
 - a. Telling your NMC Case Officer within seven days of accepting any course of study
 - b. Giving your NMC Case Officer the name and contact details of the organisation offering that course of study
10. You must immediately give a copy of these conditions to:
 - a. Any organisation or person you work for
 - b. Any employers you apply to for work (at the time of application)
 - c. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study
11. You must tell your NMC 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
12. You must allow your NMC Case Officer to share, as necessary, details about your performance, your compliance with and/or progress under these conditions:
 - 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 make this interim order for a period of 18 months to allow the NMC to carry out its investigation.

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 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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.