

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 18 May 2026**

Virtual Hearing

<b>Name of Registrant:</b>	Nancy Ncuti
<b>NMC PIN:</b>	20F1986E
<b>Part(s) of the register:</b>	Registered Nurse – Children RNC – 23 December 2020
<b>Relevant Location:</b>	Sheffield
<b>Panel members:</b>	John Anderson (Chair, Lay member) Sue Gwyn (Registrant member) Tom Manson (Lay member)
<b>Legal Assessor:</b>	Elisa Hopley
<b>Hearings Coordinator:</b>	Hamizah Sukiman
<b>Nursing and Midwifery Council:</b>	Represented by Giedrius Kabasinskas, Case Presenter
<b>Miss Ncuti:</b>	Present but unrepresented
<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 varied</b>

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

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

‘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 practice to one substantive employer. This can be an agency or nurse bank.
2. You must not be the nurse in charge on any shift.
3. You must be directly supervised anytime that you are undertaking medications administration and management until assessed as competent by another registered nurse. A copy of your competency assessment should be sent to the NMC within 7 days of completion.
4. At all other times you must be indirectly supervised by another registered nurse. This indirect supervision includes working on the same shift as, but not always directly supervised by another registered nurse.
5. You must meet with your line manager/ supervisor/ mentor every month and discuss your practice in relation to:
  - a) Medicines administration and management
  - b) Record keeping

6. You must send a report to the NMC from your line manager/ supervisor/ mentor before any NMC review hearing or meeting commenting on your practice in relation to:
  - a) Medicines administration and management
  - b) Record keeping
  
7. 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.
  
8. 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.
  
9. 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.
  
10. 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.

11. 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 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 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, 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.