Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Thursday, 12 November 2026

Virtual Hearing

Name of Registrant:	Dr Cindy U Chacha
NMC PIN:	02Y0087O
Part(s) of the register:	Registered nurse – sub part 1 Adult nursing (level 1) – 8 May 2002 Specialist practitioner General practice nursing – 8 April 2008 Nurse independent / supplementary prescriber – 13 June 2013
Relevant Location:	Portsmouth
Panel members:	James Carr (Chair, Lay member) Angela Horsley (Registrant member) Sally Bourner (Lay member)
Legal Assessor:	Joseph Magee
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Elliot Wright, Case Presenter
Dr Chacha:	Not present and not represented at the hearing
Interim order to be reviewed:	**Interim conditions of practice order (18 months)**
Outcome of review:	**Interim conditions of practice order confirmed**

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 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.

7. 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.

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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Dr Chacha. The NMC will keep Dr Chacha informed of developments in relation to that issue.

This decision will be confirmed to Dr Chacha in writing.

That concludes this determination.