Nursing and Midwifery Council
Investigating Committee

New Interim Order Hearing
Tuesday, 3 November 2026

Virtual Hearing

Name of Registrant:	Nora Tshiangala
NMC PIN:	21J0542E
Part(s) of the register:	Registered Nurse – Adult RNA – March 2022
Relevant Location:	Coventry
Panel members:	Jill Robinson (Chair, Registrant member) Karen McCutcheon (Registrant member) Rohan Sivanandan (Lay member)
Legal Assessor:	Richard Tyson
Hearings Coordinator:	Natasha Rubins
Nursing and Midwifery Council:	Represented by Matt Ward, Case Presenter
Miss Tshiangala:	Present and represented by Alex Morgan, instructed by UNISON
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.

The panel has determined that the following conditions are proportionate and appropriate:

1. You must limit your nursing practice to one substantive employer. This must not be an agency or bank nursing role.

2. You must not be the sole nurse on duty or the nurse in change on any shift.

3. You must ensure that you are supervised by a registered nurse of Band 6 (or equivalent) or above any time you are working until you are assessed as competent in:
   a) record keeping,
   b) providing safe and accurate handovers to colleagues, and
   c) timeliness and prioritisation of workload

   Your supervision must consist of working at all times on the same shift as, but not always directly observed by your supervisor. Evidence of your successful achievement of the above list must be sent to your NMC case officer within seven days of completion.

4. You must meet with your supervisor at least every two weeks to discuss your competence in the following areas:
   a) record keeping,
   b) providing safe and accurate handovers to colleagues, and
   c) timeliness and prioritisation of workload.

5. Prior to any review, you must send a report to your NMC case officer from your line manager/supervisor, providing details of your progress in the following areas:

a) record keeping,
b) providing safe and accurate handovers to colleagues, and
c) timeliness and prioritisation of workload.

6. You must keep us 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 us 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 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.

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 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 Miss Tshiangala'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, Miss Tshiangala 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 Miss Tshiangala's. The NMC will write to Miss Tshiangala when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Tshiangala in writing.

That concludes this determination.