

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 3 May 2024**

Virtual Hearing

|                                       |  |
|---------------------------------------|--|
| <b>Name of Registrant:</b>            | <b>Charan Kanwal Sidhu</b>   |
| <b>NMC PIN</b>                        | 84I2526E   |
| <b>Part(s) of the register:</b>       | Registered Nurse – Adult<br>Effective – June 2001  |
| <b>Relevant Location:</b>             | Coventry and Warwickshire  |
| <b>Panel members:</b>                 | Mahjabeen Agha (Chair, Lay member)<br>Anne-Marie Borneuf (Registrant member)<br>Noreen Quraishi (Lay member) |
| <b>Legal Assessor:</b>                | Alain Gogarty  |
| <b>Hearings Coordinator:</b>          | Amanda Ansah   |
| <b>Nursing and Midwifery Council:</b> | Represented by Nisha Bambhra, Case<br>Presenter  |
| <b>Mrs Sidhu:</b>                     | Not present and unrepresented at the hearing   |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18<br>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 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' means any course of educational study connected to nursing, midwifery, or nursing associates.'*

1. You must not act in a managerial capacity in any residential care home or nursing home setting.
2. You must not be the nurse in charge of any residential care home or nursing home settings.
3. You must provide a report to the NMC from your current manager before any review hearing or meeting commenting on your conduct and performance in the workplace.
4. You must provide a reflective piece to your NMC case officer before any review hearing or meeting commenting on the strengthening of your practice in relation to leadership and management skills.
5. 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.
6. 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.
7. 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.
  - e. Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
8. 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.
9. 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 Mrs Sidhu'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, Mrs Sidhu 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 Mrs Sidhu. The NMC will write to Mrs Sidhu when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Sidhu in writing.

That concludes this determination.