

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 25 February 2025**

Virtual Hearing

Name of Registrant:	Tenzin Sangay
NMC PIN	23G07920
Part(s) of the register:	Registered Nurse – Adult RNA – July 2023
Panel members:	Judith Ebbrell (Chair, registrant member) Elaine Weinbren (Lay member) Siobhan Ebden (Registrant member)
Legal Assessor:	Nicholas Baldock
Hearings Coordinator:	Daisy Sims
Nursing and Midwifery Council:	Represented by Mary Kyriacou, Case Presenter
Mr Sangay:	Present and unrepresented
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:

'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 Northern Care Alliance and not work for any bank or agency.
2. [PRIVATE].
3. [PRIVATE].
4. You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:
 - a) [PRIVATE]
5. You must have direct supervision at any time you are providing direct patient care.
6. You must meet with your manager or supervisor every two weeks to discuss:
 - a) [PRIVATE];
 - b) Your workload;
 - c) Your performance.

7. You must send a report from your line manager or supervisor to the NMC prior to any review hearing outlining your discussions in relation to:
 - a) [PRIVATE];
 - b) Your workload;
 - c) Your performance.

8. [PRIVATE].

9. [PRIVATE].

10. [PRIVATE].

11. 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.

12. You must immediately give a copy of these conditions to The Northern Care Alliance.

13. 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.

14. 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) The Northern Care Alliance
 - 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 Mr Sangay'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, Mr Sangay 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 Mr Sangay. The NMC will write to Mr Sangay when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Sangay in writing.

That concludes this determination.