

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday, 27 June 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Ricardo Jose Lopes Santos
<b>NMC PIN:</b>	11I0007C
<b>Part(s) of the register:</b>	Registered Nurse Adult RN1 – September 2011
<b>Relevant Location:</b>	Brighton
<b>Panel members:</b>	Jill Robinson (Chair, registrant member) Melanie Tanner (Registrant member) Reni Aina (Lay member)
<b>Legal Assessor:</b>	John Bassett
<b>Hearings Coordinator:</b>	Elizabeth Fagbo
<b>Nursing and Midwifery Council:</b>	Represented by Kimberley Clifton, Case Presenter
<b>Mr Santos:</b>	Not present and not represented at the hearing
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

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

The panel decided to make an interim conditions of practice order for a period of 18 months.

As such it 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 University Hospitals Sussex NHS Foundation Trust. You must not work for an agency.
2. You must follow any restriction placed upon you by your employer.
3. 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.
4. You must immediately give a copy of these conditions to:
  - a) Your employer
  - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

5. 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.
  
6. 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) Your current employer.
  - b) Any educational establishment.

Unless Mr Santos' 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 Santos or the 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 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 Santos. The NMC will write to Mr Santos when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Santos in writing.

That concludes this determination.