

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
14 October 2025**

Virtual Hearing

Name of Registrant:	Carly Jane Bruce
NMC PIN:	18G5850E
Part(s) of the register:	RNA: Registered Nurse Sub Part 1 Adult Nursing - (Level 1) 01 October 2018 RSN: Registered Specialist Comm Public Health Nurse - SN 22 October 2022 V100: Community Practitioner Nurse Prescriber 25 March 2024
Relevant Location:	Sutton
Panel members:	Sarah Hamilton (Chair, Lay member) Michelle Mello (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Hazel Ahmet
Nursing and Midwifery Council:	Represented by Vida Sempeh, Case Presenter
Miss Bruce:	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:

'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 substantive employer. If the substantive employer is an agency, you are restricted to accepting a single placement of no less than 3 months.
2. You must not be the registered nurse in charge or be the sole registered nurse on any shift or team.
3. You must ensure that you are supervised at all times. Your supervision must consist of:
 - a) Working on the same shift as, but not always directly observed by a more senior registered nurse any time you are working;
 - b) Attending weekly meetings with your clinical supervisor to discuss any potential safeguarding issues and your record keeping.
4. You must obtain a report from your clinical supervisor or placement manager detailing the record of your supervision meetings and your compliance with these conditions and send it to your NMC case officer prior to any review hearing.
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 or agency placement.

b) Giving your case officer your employer's contact details and the details of any placement.

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 and the respective placement provider.

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.

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 and/or placement.

b) Any educational establishment.

c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Miss Bruce'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 Bruce 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Miss Bruce's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Bruce. The NMC will write to Miss Bruce when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Bruce in writing.

That concludes this determination.