

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Tuesday, 16 September 2025**

Virtual Hearing

Name of Registrant:	Elsa Alves De Carvalho
NMC PIN	15F0352E
Part(s) of the register:	Registered Nurse - Mental Health RNMH - November 2015
Relevant Location:	London
Panel members:	Allison Brindley (Chair, registrant member) Charlotte Jakab-Hall (Registrant member) Victoria James (Lay member)
Legal Assessor:	Sharmistha Michaels
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Anna Rubbi, Case Presenter
Ms Carvalho:	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.

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 one substantive employer which must not be an agency.
- 2) You must not work night shifts.
- 3) You must not be the nurse in charge of any shift.
- 4) You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
- 5) You must meet with your line Manager, mentor, or supervisor every 2 weeks to discuss your practice in relation to:
 - a. Record keeping.
 - b. Patient caseload and risk management.
- 6) You must provide a report to the NMC 7 days prior to any review hearing from your line Manager, mentor or supervisor outlining your discussions in relation to:
 - a. Record keeping.
 - b. Patient caseload and risk management.

- 7) 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.
- 8) 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.
- 9) 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.
- 10) 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.
- 11) 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 Ms Carvalho'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, Ms Carvalho 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Ms Carvalho. The NMC will keep Ms Carvalho informed of developments in relation to that issue.

This will be confirmed to Ms Carvalho in writing.

That concludes this determination.