

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 12 February 2026**

Virtual Meeting

Name of Registrant:	Emmanuelle-Jozi Cruz
NMC PIN:	23A0594E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 24 February 2023
Relevant Location:	Croydon
Panel members:	Neil Calvert (Chair, Lay member) Sally Glen (Registrant member) Gill Murgatroyd (Lay member)
Hearings Coordinator:	Eyram Anka
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 confine your practice to one substantive employer, which must not include agency or bank work.
2. You must ensure you are indirectly supervised by a registered nurse anytime you are working. Your supervision must consist of:
 - Working at all times on the same shift but not always directly observed by a registered nurse.
3. You must be directly supervised by a registered nurse whilst managing or administering medication until signed off as competent. You must send evidence of this competency to the NMC when completed.
4. You must meet with your manager or supervisor fortnightly to discuss and review your progress in relation to the following areas:
 - Medication administration and management
 - Record keeping
 - Time management and prioritisation of patient care
 - Professional accountability and responsibility
 - Duty of candour
5. You must send a report from your line manager or supervisor to your NMC case officer prior to the next review hearing, detailing your monthly discussions and reviews regarding:
 - Medication administration and management

- Record keeping
 - Time management and prioritisation of patient care
 - Professional accountability and responsibility
 - Duty of candour
6. 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.
7. 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.
8. 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.
9. 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.

10. 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 Miss Cruz's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Miss Cruz will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Miss Cruz will be invited to attend in person, send a representative on Miss Cruz's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it with an interim conditions of practice order.

This will be confirmed to Miss Cruz in writing.

That concludes this determination.