

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 22 April 2025**

Virtual Hearing

Name of Registrant:	Elizer Javier
NMC PIN:	02Y0374O
Part(s) of the register:	RN1: Registered Adult Nurse – Sub Part 1 (Level 1) – 23 April 2002
Relevant Location:	Barking, Havering and Redbridge
Panel members:	Neil Calvert (Chair, lay member) Winfilda Ngoshi (Registrant member) Darren Rice (Lay member)
Legal Assessor:	Tracy Ayling KC
Hearings Coordinator:	Fabbiha Ahmed
Nursing and Midwifery Council:	Represented by Mr Hoskins, Case Presenter
Mr Javier:	Not present and unrepresented at this hearing (Written representations received from the Royal College of Nursing (RCN))
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel has determined that the following conditions are proportionate and appropriate:

1. You must limit your nursing practice to Barking, Havering and Redbridge University Hospitals NHS Trust.
2. You must comply with the Trust's working conditions set out by Barking, Havering and Redbridge University Hospital NHS Trust
3. You must not undertake any agency or bank work.
4. You must limit your nursing practice to working from home and only in a non-patient facing role
5. You must obtain a report from your direct line manager to the NMC in advance of any hearing commenting on your:
 - Professional conduct
 - Maintaining professional boundaries
 - Compliance with the Conditions of Practice
6. You must keep the NMC informed about any changes to the working conditions set out by Barking, Havering and Redbridge University Hospital NHS Trust
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.

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

This will be confirmed to Mr Javier in writing.

That concludes this determination.