

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 11 June 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Victor Clarence Japson
<b>NMC PIN:</b>	23K2248O
<b>Part(s) of the register:</b>	Nurses Part of the Register-Sub Part 1 RNA: Adult Nurse, Level 1 (30 November 2023)
<b>Relevant Location:</b>	Plymouth
<b>Panel members:</b>	Katriona Crawley (Chair, Lay member) Debbie Holroyd (Registrant member) Leon Jacobs (Lay member)
<b>Legal Assessor:</b>	Robin Hay
<b>Hearings Coordinator:</b>	Samantha Aguilar
<b>Nursing and Midwifery Council:</b>	Represented by Beverley Da Costa, Case Presenter
<b>Mr Japson:</b>	Present and represented by Penny Maudsley of counsel, instructed by Nurses Defence Service ("NDS")
<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.

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 practice to one employer. This must not be via an agency or bank work.
2. You must ensure that you are supervised at any time you are working. Your supervision must consist of working at all times while being directly observed by a registered nurse.
3. You must meet with your line manager/mentor/supervisor on a fortnightly basis to discuss:
  - a) Medication administration and management.
  - b) Coordination of patient care.
  - c) Wound care and management.
  - d) Communication.
  - e) Documentation.
4. You must obtain and send the NMC a report in advance of the next NMC hearing from your line manager/mentor/supervisor commenting on the following areas:
  - a) Medication administration and management.
  - b) Coordination of patient care.
  - c) Wound care and management.
  - d) Communication.
  - e) Documentation.

5. You must keep us 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.
6. You must keep us 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 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.
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.
  - b) Any educational establishment.
  - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.