

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday 12 November 2025**

Virtual Meeting

Name of Registrant:	Victor Clarence Japson
NMC PIN:	23K22480
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 30 November 2023
Relevant Location:	Plymouth
Panel members:	Godfried Attafua (Chair, Registrant member) Jenny Gough (Registrant member) Mandy Kilpatrick (Lay member)
Hearings Coordinator:	Emma Norbury-Perrott
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 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 Mr Japson'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 Mr Japson 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 Mr Japson will be invited to attend in person, send a representative on his 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 Mr Japson in writing.

That concludes this determination.