

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 2 October 2025**

Virtual Hearing

|                                       |                                                                                                          |
|---------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | <b>Victoria Emefe</b>                                                                                    |
| <b>NMC PIN:</b>                       | 11B0477E                                                                                                 |
| <b>Part(s) of the register:</b>       | Registered Nurse – Adult<br>RNA – 19 June 2012                                                           |
| <b>Relevant Location:</b>             | Bromley                                                                                                  |
| <b>Panel members:</b>                 | Patricia Moultrie (Chair, Lay member)<br>Nariane Chantler (Registrant member)<br>Ingrid Lee (Lay member) |
| <b>Legal Assessor:</b>                | Paul Hester                                                                                              |
| <b>Hearings Coordinator:</b>          | Hamizah Sukiman                                                                                          |
| <b>Nursing and Midwifery Council:</b> | Represented by Stephen Page, Case<br>Presenter                                                           |
| <b>Ms Emefe:</b>                      | Present and unrepresented                                                                                |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18<br>months)                                                      |
| <b>Outcome of review:</b>             | <b>Interim conditions of practice order varied</b>                                                       |

## **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:

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 a single substantive employer.  
Where the employer is an Agency, you must be allocated to a single place of work for a minimum period of 3 months duration where there is a consistency of supervision.
2. You must not work as the nurse in charge.
3. You must ensure that you are supervised. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must have fortnightly meetings with you line manager or supervisor to discuss performance in relation to:
  - a) Patient assessments
  - b) Patient observations
  - c) Record keeping
  - d) The prioritisation and care of deteriorating and/or end of life patients (where necessary)
  - e) Following policies and procedures
  - f) Safe discharge of patients

- g) Care of the deceased and their families (where necessary)
  - h) Working cooperatively with colleagues.
- 5. You must obtain a report from your supervisor or line manager which specifically comments on your performance in relation to each of the following areas:
  - a) Patient assessments
  - b) Patient observations
  - c) Record keeping
  - d) The prioritisation and care of deteriorating and/or end of life patients (where necessary)
  - e) Following policies and procedures
  - f) Safe discharge of patients
  - g) Care of the deceased and their families (where necessary)
  - h) Working cooperatively with colleagues.

You must submit this report to your case officer at least 7 days before any review hearing.

- 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 immediately give a copy of these conditions to:
  - a) Any organisation or person you work for.
  - b) Any agency you apply to or are registered with for work.

- c) Any employers you apply to for work (at the time of application).
  - d) 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 Ms Emefe'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 Emefe 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 Ms Emefe. The NMC will write to Ms Emefe when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Emefe in writing.