

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 22 April 2026**

Virtual Hearing

Name of Registrant:	Victoria Dowse
NMC PIN:	21E2302E
Part(s) of the register:	Registered Nurse – Adult RNA – August 2021
Relevant Location:	Lincolnshire
Panel members:	Nariane Chantler (Chair, Registrant member) Helen Hughes (Registrant member) Tom Manson (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Bethany Seed
Nursing and Midwifery Council:	Represented by James Edenborough, Case Presenter
Mrs Dowse:	Present and represented by Lucy Chapman, instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

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 substantive employer, namely [PRIVATE].
2. You must ensure that you are directly supervised by a registered nurse when delivering wound care. Your supervision must consist of working at all times while being directly observed by your Clinical Lead until signed off as competent in wound care management. This competency document must be sent to the NMC prior to any review.
3. You must meet fortnightly with your line manager or Clinical Lead to discuss your overall clinical performance in the following areas:
 - a) Medication management, administration, documentation and adherence to local medication policies;
 - b) The importance of undertaking and recording appropriate physical patient observations;
 - c) Assessment, monitoring and documentation of wounds;
 - d) Appropriate and effective escalation of wound care management;
 - e) Safeguarding in relation to reporting omissions of care;
 - f) Accurate and timely record keeping and documentation;

- g) The importance of being proactive in asking for help to ensure delivery of good patient care.
4. You must send a report from your line manager or Clinical Lead to the NMC regarding your overall clinical performance in relation to condition 3(a) – (g) above, prior to any review.
 5. 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.
 6. You must immediately give a copy of these conditions to:
 - a) Willoughby Grange Care Home.
 - b) Any employers you apply to for work (at the time of application).
 7. You must tell your NMC 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.
 8. You must allow your NMC 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.