

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 2 April 2026**

Virtual Hearing

Name of Registrant: Victoria Emefe

NMC PIN: 11B0477E

Part(s) of the register: Registered Nurse - Sub part 1 Adult Nursing
– (Level 1) – 27 June 2012

Relevant Location: London

Panel members: Sarah Hamilton (Chair, Lay member)
Sue Gwyn (Registrant member)
Simon Shevlin (Lay member)

Legal Assessor: Monica Daley

Hearings Coordinator: Elizabeth Fagbo

Nursing and Midwifery Council: Represented by Richard Webb, Case
Presenter

Ms Emefe: Present and represented by Alex Morgan,
UNISON

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 was of the view that the public would remain suitably protected by the continuation of the following conditions:

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 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 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you regarding the second referral. 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.