

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 14 September 2023**

Virtual Hearing

Name of Registrant:	Hayley Ann Northcott
NMC PIN	14B0109W
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – June 2014
Relevant Location:	Meredith
Panel members:	Jacqueline Nicholson (Chair, registrant member) Debbie Holroyd (Registrant member) Nicola Bowes (Lay member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Rim Zambour
Nursing and Midwifery Council:	Represented by Hena Patel, Case Presenter
Ms Northcott:	Not present and not represented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the implementation 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 nursing practice to your current employer, namely Cwm Taf Morgannwg University Health Board.
2. You must ensure that you are supervised at work. Your supervision must consist of:
 - a. Direct supervision when handling, managing and/or administering medication
 - b. Monthly meetings with your line manager, mentor or supervisor
3. You must ensure that you send your case officer a report from your line manager/supervisor/mentor commenting on your clinical practice before the next review.
4. 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.
5. You must keep the NMC 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.
6. You must immediately give a copy of these conditions to:
- a) Cwm Taf Morgannwg University Health Board
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
7. 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.
8. 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) Cwm Taf Morgannwg University Health Board.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Ms Northcott'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 Northcott 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. Ms Northcott's case officer will write to her 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 Ms Northcott. The NMC will write to Ms Northcott when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Northcott in writing.

That concludes this determination.