

Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing

Thursday, 29 August 2024

Virtual Hearing

Name of Registrant:	Melanie Hayworth
NMC PIN	11E0711E
Part(s) of the register:	Registered Nurse Adult Nurse – (22 December 2011)
Relevant Location:	Wiltshire
Panel members:	Anthony Griffin (Chair, Lay member) Jilian Claire Rashid (Registrant member) Robert Fish (Lay member)
Legal Assessor:	Melissa Harrison
Hearings Coordinator:	Yasmina Di Gesualdo
Nursing and Midwifery Council:	Represented by Amy Taylor, Case Presenter
Mrs Hayworth:	Not present and not represented at the hearing
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.

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 nursing practice to one substantive employer.
2. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.
3. You must not administer medications unless directly supervised by another registered nurse until formally assessed as competent to do so without such supervision. Upon completion, you must provide your NMC case officer with a copy of your competency assessment.
4. You must undertake training in medications management and administration. You must provide your NMC case officer with evidence of the outcome and completion of this training.
5. You must meet with your line manager, supervisor or mentor monthly to discuss your clinical practice and conduct. You must provide your NMC case officer with a report of these meetings before the next review of this case.
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 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.

8. 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.

9. 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.

10. 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 Mrs Hayworth'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, Mrs Hayworth 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Hayworth. The NMC will keep Mrs Hayworth informed of developments in relation to that issue.

This will be confirmed to Mrs Hayworth in writing.

That concludes this determination.