

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 05 December 2024**

Virtual Hearing

**Name of Registrant:** Layla Haynes

**NMC PIN:** 19C2474E

**Part(s) of the register:** Registered Nurse: Adult – September 2019

**Relevant Location:** Gloucestershire

**Panel members:** Gary Tanner (Chair, Lay member)  
Sally Glen (Registrant member)  
Geoffrey Baines (Lay member)

**Legal Assessor:** Andrew Reid

**Hearings Coordinator:** Amira Ahmed

**Nursing and Midwifery Council:** Represented by Nawazish Choudhury, Case  
Presenter

**Miss Haynes:** Present and represented by Grainne  
McAnaney 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.

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 Prices Mill Surgery.
2. [PRIVATE]
3. You must ensure that you are directly supervised by another registered nurse any time you are administering or managing medication.
4. You must meet with your line manager or supervisor fortnightly to discuss:
  - a) Your clinical performance
  - b) [PRIVATE]
5. You must send the NMC a report from your line manager or supervisor before the next review hearing and this report must discuss:
  - a) Your clinical performance
  - b) [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. 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.

11. 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.

12. You must immediately give a copy of these conditions to:

- a) Any organisation or person you work for.
- b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

13. 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.

14. 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 educational establishment.
- b) 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 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.