

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 1 October 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Ronald Labay</b>
<b>NMC PIN</b>	04A0454O
<b>Part(s) of the register:</b>	Registered Nurse – Adult Nursing RNA – (15 January 2004)
<b>Relevant Location:</b>	Winchester
<b>Panel members:</b>	Katriona Crawley (Chair, Lay member) Yvonne Wilkinson (Registrant member) Linda Hawkins (Lay member)
<b>Legal Assessor:</b>	Attracta Wilson
<b>Hearings Coordinator:</b>	Nicola Nicolaou
<b>Nursing and Midwifery Council:</b>	Represented by Rory Gordon, Case Presenter
<b>Mr Labay:</b>	Present and represented by Ali Haydor, from GMB Union
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **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 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. This must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must not be the sole nurse on duty any time you are working.
4. You must be directly supervised at all times whilst undertaking medication administration and management until formally assessed by another registered nurse as competent to do so. You must send to your Nursing and Midwifery Council (NMC) case officer, evidence of your completed competency assessment, within seven days of the assessment.
5. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly supervised by another registered nurse.

6. You must meet fortnightly with your line manager, mentor, or supervisor to discuss your general clinical performance and conduct, including in the following areas:
  - a) Medication administration and management
  - b) Patient assessment and reporting
  - c) Escalating care of deteriorating patients
  
7. You must provide a report from your line manager, mentor, or supervisor to your NMC Case Officer before any review of this interim order. The report must comment on your general clinical performance and conduct, including in the following areas:
  - a) Medication administration and management
  - b) Patient assessment and reporting
  - c) Escalating care of deteriorating patients
  
8. 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.
  
9. 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.
  
10. 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.
11. You must tell your case officer, within seven days of you becoming aware of:
- a) Any clinical incident you are involved in.
  - b) Any investigation started against you.
  - c) Any disciplinary proceedings taken against you.
  - d) The outcome of the current disciplinary proceedings.
12. You must allow your case officer to share, as necessary, details about your performance, 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 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.