

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 25 February 2025**

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:	Nariane Chantler (Chair, Registrant member) Kathryn Evans (Registrant member) David Brown (Lay member)
Legal Assessor:	Alain Gogarty
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Shoba Aziz, Case Presenter
Miss Haynes:	Not present and not represented at the hearing
Interim order reviewed:	Interim conditions of practice order (18 months)
Outcome:	Interim conditions of practice order varied

Decision and reasons on interim order

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

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 a single substantive employer, and this must not be an agency.
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 with particular reference to medication management and administration
 - 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 with particular reference to medication management and administration
 - 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.

The panel decided to vary the interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Haynes' 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, Miss Haynes 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. Miss Haynes' 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 Miss Haynes. The NMC will write to Miss Haynes when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Haynes in writing.

That concludes this determination.