

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Substantive Hearing
Tuesday, 1 August 2023 – Friday, 4 August 2023
Tuesday, 8 August 2023**

Virtual Hearing

Name of Registrant: Hayley Louise Lawson

NMC PIN 13L0428E

Part(s) of the register: RNA: Adult nurse, level 1 (15 January 2014)

Type of case: Health

Panel members: Dr Katharine Martyn (Chair, Registrant member)
Jude Bayly (Registrant member)
Shaun Donnellan (Lay member)

Legal Assessor: Caroline Hartley

Hearings Coordinator: Jennifer Morrison (1 August 2023)
Max Buadi (2 – 4 August 2023)
Rene Aktar (8 August 2023)

Nursing and Midwifery Council: Represented by Beverly Da Costa, Case Presenter

Miss Lawson: Present and represented by Wafa Shah, (instructed by Thompsons Solicitors)

Facts proved by admission: All

Facts not proved: None

Fitness to practise: Impaired

Sanction: **Conditions of practice order (18 months)**

Interim order: **Interim conditions of practice order (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 restrict your nursing practice to one substantive employer.
2. You must not without direct supervision be involved in the handling, prescribing, dispensing or administering any opiates drugs, or any controlled drugs.
3. You must ensure that you are not the sole nurse in charge at any time you are working on shift.
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]
9. [PRIVATE]
10. [PRIVATE]
11. [PRIVATE]
12. 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.
13. 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.
14. You must immediately give a copy of these conditions to:
- a) The Wirral University Teaching Hospital NHS Foundation Trust or any other substantive employer
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
15. 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.
16. 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) The Wirral University Teaching Hospital NHS Foundation Trust or any substantive employer
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

The period of this order is for up to 18 months.

Before the order expires, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

That concludes this determination.

This will be confirmed to you in writing.