

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 24 January 2024**

Virtual Meeting

Name of Registrant:	Melanie Hayworth
NMC PIN	11E0711E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 22 December 2011
Relevant Location:	Wiltshire
Panel members:	Godfried Attafua (Chair, registrant member) Richard Carnell (Lay member) Eleanor Harding (Lay member)
Hearings Coordinator:	Jack Dickens
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 confirmed the current interim conditions of practice order.

The conditions that have been continued are:

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 case has already been concluded or there has been a material change of circumstances, a panel will likely review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim order at this meeting and Mrs Hayworth will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Hayworth will be invited to attend in person, send a representative on Mrs Hayworth's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim suspension order or it may replace it with an interim conditions of practice order.

This decision will be confirmed to Mrs Hayworth in writing.

That concludes this determination.