

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
10 September 2020**

**Virtual Hearing**

**Name of registrant:** Verity Lake

**NMC PIN:** 08G0718E

**Part(s) of the register:** Registered Nurse  
Mental Health – September 2008

**Area of registered address:** Hampshire

**Panel members:** Jacqueline Nicholson (Chair, Registrant member)  
Carolyn Roth (Registrant member)  
Louise Jones (Lay member)

**Legal Assessor:** John Donnelly

**Panel Secretary:** Catherine Acevedo

**Nursing and Midwifery Council:** Represented by Laura Stockin, Case Presenter

**Miss Lake:** Present and represented by Stephen McCaffrey, Kings View Chambers

**Interim order directed:** 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 limit your nursing practice to one substantive employer, or if working as a nurse through an agency, then at one placement.
2. [PRIVATE]
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. You must meet with your workplace line manager or supervisor at least every 4 weeks to discuss your performance, conduct, and maintenance of professional boundaries.
7. 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.
8. 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.
9. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.
  - b) Any agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
10. You must tell your NMC 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.
11. You must allow your NMC 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 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.