

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

**Interim Order Review Hearing
Thursday, 14 August 2025**

Virtual Hearing

Name of Registrant:	Ronald Labay
NMC PIN:	04A0454O
Part(s) of the register:	Nurses part of the register Sub part 1 RN1: Adult nurse, level 1 (15 January 2004)
Relevant Location:	Winchester
Panel members:	Rachel Carter (Chair, registrant member) Jane Colbourne (Registrant member) Emma Foxall (Lay member)
Legal Assessor:	Graeme Henderson
Hearings Coordinator:	Adaobi Ibuaka
Nursing and Midwifery Council:	Represented by Tony Convery, Case Presenter
Mr Labay:	Present and represented by Thomas Nicholson, instructed by Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 Months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

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

The panel has 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 may be via an agency but for a minimum placement of 6 months.
2. You must not be the nurse in charge of any shift.
3. 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 NMC case officer, evidence of your completed competency assessment, within seven days of the assessment.
4. You must not be the sole nurse on duty any time you are working and you must be supervised but not always directly by another registered nurse.
5. 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

6. 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
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 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.
10. 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.

11. 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 Nursing and Midwifery Council (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 a 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.