

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

**Interim Order Review Hearing
Thursday, 11 December 2025**

Virtual Hearing

Name of Registrant:	Rosavilla Alayon
NMC PIN	01K1427O
Part(s) of the register:	RN1 Adult Nurse level 1 - November 2001
Relevant Location:	Stockport
Panel members:	Oluremi Alabi (Chair, lay member) Daniel Harris (Registrant member) Julia Cutforth (Lay member)
Legal Assessor:	Alain Gogarty
Hearings Coordinator:	Rim Zambour
Nursing and Midwifery Council:	Represented by Alvaro Loxton, Case Presenter
Mrs Alayon:	Not present and not represented at the hearing
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 was of the view that the public would remain suitably protected and the public interest addressed by the variation and confirmation of the following conditions:

‘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 work for one substantive employer, which must not be an agency.
2. You must not be the nurse in charge, or the sole nurse on duty, on any shift.
3. You must not administer any medication, or be involved in medicine management, unless directly supervised by another registered nurse of band 6 or above until formally assessed as competent to do so by a registered nurse of band 6 or above. Evidence of completion of the assessment must be sent to the NMC within 14 days of completion.
4. You must ensure that you are supervised 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.
5. You must attend regular meetings with your mentor/supervisor/manager every two weeks to discuss your progress in relation to the following areas:

- a) Medication management and administration
- b) Record keeping

A report from these meetings must be made and submitted to the NMC before the next hearing.

6. You must keep a reflective practice profile. The profile will cover a monthly review of your record keeping and medicines administration and management.

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 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 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 Alayon's 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, Mrs Alayon 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, 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. Mrs Alayon's case officer will write to her about this in due course.

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

This will be confirmed to Mrs Alayon in writing.

That concludes this determination.