

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

**Interim Order Review Hearing  
Thursday, 25 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Fiona Lucy Bird</b>
<b>NMC PIN</b>	09A1009E
<b>Part(s) of the register:</b>	Registered Midwife Midwifery – 18 February 2009
<b>Relevant Location:</b>	Suffolk
<b>Panel members:</b>	Sarah Lowe (Chair, Lay member) Sarah Freeman (Registrant member) Paul Leighton (Lay member)
<b>Legal Assessor:</b>	Sean Hammond
<b>Hearings Coordinator:</b>	Maya Khan
<b>Nursing and Midwifery Council:</b>	Represented by Alex Radley, Case Presenter
<b>Mrs Bird:</b>	Not present and not represented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

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

'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. At any time that you provide clinical care, you must do so at all times under the direct supervision of another registered midwife, until you are assessed as competent to do so without supervision, by your mentor, supervisor or line manager. Upon being assessed as competent, you must send the NMC documentary evidence confirming this within seven days.
2. At any other time you are working in a non-clinical role you must ensure that you are supervised by another registered midwife of an equivalent or higher band. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered midwife of an equivalent or higher band.
3. You must not work as the sole midwife on any shift.
4. You must not work as a midwife in a supervisory, management, or coordinator capacity.
5. You must meet with your line manager, mentor or supervisor every month to discuss the following concerns:
  - a. effectiveness of your communication in the workplace;
  - b. clinical decision-making and management;
  - c. management and escalation of concerns regarding the deteriorating patient;
  - d. record keeping; and
  - e. working as part of a team.

6. You must obtain a report from your line manager, mentor or supervisor which focuses on the concerns identified at condition 5 and submit it to the NMC prior to any review hearing.
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 us 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 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.

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Bird'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 Bird 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 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 Bird's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Bird. The NMC will write to Mrs Bird when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Bird in writing.

That concludes this determination.