

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 20 May 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Ashleigh Bird
<b>NMC PIN</b>	16A0102E
<b>Part(s) of the register:</b>	Registered Nurse (Sub Part 1) Children's Nurse - Level 1 - 23 April 2016
<b>Relevant Location:</b>	Northamptonshire
<b>Panel members:</b>	Christopher Taylor (Chair, registrant member) Sandra Norburn (Lay member) Stephanie Hayle (Lay member)
<b>Legal Assessor:</b>	John Bassett
<b>Hearings Coordinator:</b>	Franchessca Nyame
<b>Nursing and Midwifery Council:</b>	Represented by Arran Dowling Hussey, Case Presenter
<b>Miss Bird:</b>	Not present and unrepresented at hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<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.

The panel concluded that the public would remain suitably protected by the continuation 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 only work for one substantive employer which must not be an agency.*
2. *You must not be the registered nurse in charge or the sole registered nurse on duty.*
3. *You must only work in an acute setting.*
4. *You must meet with your line manager, mentor or supervisor every two weeks to discuss your practice in relation to the following areas:*
  - *Professional boundaries.*
  - *Data Protection.*
  - *Confidentiality.*
5. *You must provide the NMC with a report detailing your supervision meetings with your line manager, mentor or supervisor prior to any review hearing. This report must detail the following areas:*
  - *Professional boundaries.*
  - *Data Protection.*
  - *Confidentiality.*

6. You must develop a personal development plan (PDP), in partnership with your line manager, supervisor or mentor, which demonstrates how you have strengthened your practice in the following areas:
- Professional boundaries.
  - Data Protection.
  - Confidentiality.

*This can include completing relevant training.*

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 Miss Bird's case has already been concluded, provided the High Court has granted a further extension, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, Miss 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. Miss 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 Miss Bird. The NMC will write to Miss Bird when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Bird in writing.

That concludes this determination.