

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

**New Interim Order Hearing
Friday, 31 May 2024**

Virtual Hearing

Name of Registrant:	Laura Jane Gilmore
NMC PIN	1711055E
Part(s) of the register:	Registered Midwife – 16 September 2017
Relevant Location:	Surrey
Panel members:	Adrian Smith (Chair, Lay member) Rachel Jokhi (Registrant member) Margaret Wolff (Lay member)
Legal Assessor:	Paul Housego
Hearings Coordinator:	Eleanor Wills
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Miss Gilmore:	Present and represented by Wafa Shah, instructed by Thompsons solicitors
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 yourself to one single employer. If you work for an agency, you may only accept placements of no less than six months duration in any one single maternity service.
2. You must ensure that you are supervised by another Registered Midwife of Band 6 or above 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 Midwife of band 6 or above.
 - You must have every CTG monitoring that you undertake reviewed and counter signed by another Registered Midwife (or doctor). This must occur until you have undertaken training and been assessed as competent to practise under the unit's normal protocols for a Registered Midwife.
3. You must meet with your clinical line manager, supervisor, or mentor monthly to discuss your overall clinical competence with particular focus on:
 - Recognition and escalation of the deteriorating patient
 - Prioritising your workload
 - CTG Interpretation
 - Communication

- Application of FSE
 - Performance of ARM
 - Record keeping and care planning
4. Prior to any review of this interim order, you must send your NMC Case Officer a report from your clinical line manager, supervisor or mentor commenting on your overall clinical competence with particular focus on:
- Recognition and escalation of the deteriorating patient
 - Prioritising your workload
 - CTG Interpretation
 - Communication
 - Application of FSE
 - Performance of ARM
 - Record keeping and care planning
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. You must provide your access to work assessment 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.

9. [PRIVATE]

10. 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.

11. 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.

12. 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.

13. 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.

14. 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 make this interim order for a period of 18 months to allow you sufficient time to engage with the conditions imposed.

Unless Miss Gilmore'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, Miss Gilmore 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.

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

This will be confirmed to Miss Gilmore in writing.

That concludes this determination.