

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday 25 October 2024**

Virtual Hearing

Name of Registrant:	Miss Ashleigh Bird
NMC PIN	16A0102E
Part(s) of the register:	Registered Nurse – Sub Part 1 Children’s Nurse (Level 1) – 23 April 2016
Relevant Location:	Northamptonshire
Panel members:	Sarah Hamilton (Chair, Lay member) Judith Shevlin (Registrant member) Matthew Burton (Lay member)
Legal Assessor:	Alice Robertson Rickard
Hearings Coordinator:	Anya Sharma
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Miss Bird:	Not present and not represented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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 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, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, Miss Bird 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 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.