

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 25 September 2024**

Virtual Hearing

Name of Registrant: Abigail Rose Neil

NMC PIN 2011995E

Part(s) of the register: Registered Midwife
RM - February 2022

Relevant Location: Essex

Panel members: Mahjabeen Agha (Chair, Lay member)
Jenny Gough (Registrant member)
Sandra Norburn (Lay member)

Legal Assessor: Andrew Reid

Hearings Coordinator: Claire Stevenson

Nursing and Midwifery Council: Represented by Nawazish Choudhury, Case
Presenter

Ms Neil: 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 only work for the Mid and South Essex NHS Foundation Trust.
2. You must ensure that you are indirectly supervised any time you are working as a registered midwife. This 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.
3. You must meet with your line manager, mentor or supervisor monthly to discuss your performance, particularly with regards to:
 - a) Record keeping
 - b) Effective communication including timely handover of patients;
 - c) Adherence to Trust policies and procedures; and
 - d) Identification and escalation of deteriorating patients.
 - e) Timely provision of care and observations.
4. Prior to any future review, you must provide your NMC Case Officer with a report from your line manager, mentor or supervisor. This report must detail your performance, particularly with regards to:
 - a) Record keeping
 - b) Effective communication including timely handover of patients;
 - c) Adherence to Trust policies and procedures; and

- d) Identification and escalation of deteriorating patients.
 - e) Timely provision of care and observations.
5. 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.
6. 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.
7. You must immediately give a copy of these conditions to your current employer at the Mid and South Essex NHS Foundation Trust.
8. 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.
9. 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 your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.