

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

**Interim Order Review Hearing
Tuesday 24 September 2024**

Nursing and Midwifery Council
2 Stratford Place, Montfichet Road, London, E20 1EJ

Name of Registrant:	Andrea Elizabeth Parker
NMC PIN	05Y0153E
Part(s) of the register:	Midwives part of the register RM: Midwife (19 September 2005)
Relevant Location:	Wiltshire Bath and North East Somerset London Borough of Barnet
Panel members:	Philip Sayce (Chair, Registrant member) Timothy Kemp (Registrant member) Isobel Leaviss (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Sophie Cubillo-Barsi
Nursing and Midwifery Council:	Represented by Ben Edwards, Case Presenter
Miss Parker:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

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

The panel therefore determined that the public would remain suitably protected by the variation 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 not work as an independent midwife. You must work for one substantive employer who is regulated by the Care Quality Commission (CQC). This must not be an agency.
2. You must not provide intrapartum care unless directly supervised by a Band 6 midwife or above (except in life threatening emergencies). This supervision must consist of direct clinical supervision.
3. You must provide the NMC with the name of a registered midwife who will supervise your practice within 7 days of commencing employment. Your named supervisor must have documented weekly meetings with you to review your caseload with regard to your;
 - a. Record-keeping and documentation;
 - b. Communication of handover information; and
 - c. Management of appropriate care, including any involvement in intrapartum care.

This supervisor must provide a report to the NMC before the next review hearing addressing (3) (a) – (c) above.

4. You must keep a portfolio of evidence to demonstrate how you are complying with your conditions of practice order and how you are maintaining your competence as a midwife. This portfolio must be available for review at all future hearings.
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:
 - a. Any organisation 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.
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.

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

Unless Miss Parker'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 Parker 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 Parker's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Parker. The NMC will keep Miss Parker informed of developments in relation to that issue.

This will be confirmed to Miss Parker in writing.

That concludes this determination.