

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 15 April 2025**

Virtual Hearing

Name of Registrant:	Mrs Laura Elizabeth Milne
NMC PIN:	19F1267E
Part(s) of the register:	Registered Nurse Adult- RNA- December 2019
Relevant Location:	Lincolnshire
Panel members:	Michael McCulley (Chair, lay member) Michelle Mello (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	Patricia Crossin
Hearings Coordinator:	Eidvile Banionyte
Nursing and Midwifery Council:	Represented by Heather Beckett, Case Presenter
Mrs Milne:	Not present but written submissions
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 one substantive employer, which must not be an agency, and you must not undertake any Bank shifts.
2. You must not be the nurse in charge or the sole nurse on duty.
3. You must ensure that you are directly supervised at any time you are working. Your supervision must consist of working at all times while being directly observed by another registered nurse.
4. You must only administer medication whilst being directly supervised.
5. You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:
 - a) [PRIVATE];
 - b) [PRIVATE].
6. You must meet with your line manager, mentor or supervisor every two weeks to discuss:
 - a) Medicines management;
 - b) Acting upon, managing and escalating the care of deteriorating patients;

- c) Patient assessment;
 - d) Communication.
7. You must send the NMC a report, from your line manager, mentor or supervisor, seven days prior to the next review hearing. This report must comment on your clinical practice in respect of:
- a) Medicines management;
 - b) Acting upon, managing and escalating the care of deteriorating patients;
 - c) Patient assessment;
 - d) Communication.
8. 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.
9. 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.
10. 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.

11. 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.

12. 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 Mrs Milne'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, Mrs Milne 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 Mrs Milne. The NMC will write to Mrs Milne when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Milne in writing.

That concludes this determination.