

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

**Interim Order Review Hearing
Wednesday, 8 January 2025**

Virtual Hearing

Name of Registrant:	Priyadarshini Ajayan
NMC PIN:	23C1018O
Part(s) of the register:	RM: Midwife (12 March 2023)
Relevant Location:	England
Panel members:	John Vellacott (Chair, Lay member) Jane Colbourne (Registrant member) David Newsham (Lay member)
Legal Assessor:	Charles Parsley
Hearings Coordinator:	Samara Baboolal
Nursing and Midwifery Council:	Represented by Zahra Ahmed, Case Presenter
Ms Ajayan:	Not present and unrepresented
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 was of the view that the public would remain suitably protected by the implementation 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 work for one substantive employer, in a preceptorship, newly qualified midwife position. You must not work for an agency;
2. Whilst under preceptorship, you must be supervised until you are formally assessed as competent to work independently by a senior registered midwife who must be band 6 or above;
3. You must provide the NMC with evidence of successful completion of your preceptorship, within seven days of completion;
4. You must not be the midwife in charge;
5. You must have fortnightly meetings with your preceptor to discuss;
 - General clinical skills
 - Escalation of clinical concerns
 - Medication management
 - Infection control
 - Communication
6. You must provide a report from your preceptor addressing;
 - General clinical skills

- Escalation of clinical concerns
- Medication management
- Infection control
- Communication

You must send this report to the NMC before any review hearing.

7. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your NMC 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 NMC 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 NMC 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 Ms Ajayan'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, Ms Ajayan 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, 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. Ms Ajayan'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 Ms Ajayan. The NMC will keep Ms Ajayan informed of developments in relation to that issue.

This will be confirmed to Ms Ajayan in writing.

That concludes this determination.