

**Nursing and Midwifery Council**  
**Investigating Committee**

**Interim Order Review Hearing**  
**Tuesday, 4 March 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Abigail Rose Neil</b>	
<b>NMC PIN</b>	2011995E	
<b>Part(s) of the register:</b>	Registered Midwife	
<b>Relevant Location:</b>	Essex	
<b>Panel members:</b>	Gary Tanner	(Chair, lay member)
	Michelle Mello	(Registrant member)
	Richard Carnell	(Lay member)
<b>Legal Assessor:</b>	Melissa Harrison	
<b>Hearings Coordinator:</b>	Rebecca Wagner	
<b>Nursing and Midwifery Council:</b>	Represented by Sahara Fergus-Simms, Case Presenter	
<b>Ms Neil:</b>	Not present and unrepresented at this hearing	
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)	
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>	

## **Decision and reasons on interim order**

The panel decided to vary 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 varied 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 only work for the Mid and South Essex NHS Foundation Trust.
2. You must ensure that you are directly supervised any time you are working as a registered midwife by a Band 6 or above registered midwife, in relation to the following areas:
  - a) Record keeping;
  - b) Handover of patients;
  - c) Identification and escalation of deteriorating patients;  
and
  - d) Provision of care and observations.

This direct supervision must continue until you are assessed as competent in the above areas by a Band 6 or above registered midwife. Evidence of this must be provided to the NMC within seven days of receiving it.

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

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

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

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Neil. The NMC will write to Miss Neil when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Neil in writing.

That concludes this determination.