

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Monday, 25 March 2024**

Virtual Meeting

<b>Name of Registrant:</b>	Laurna Joan Aitken
<b>NMC PIN</b>	10I0026E
<b>Part(s) of the register:</b>	Registered Nurse (Sub Part 1) Adult Nursing - Level 1 - 20 September 2010  Registered Midwife - 05 July 2021
<b>Relevant Location:</b>	Surrey
<b>Panel members:</b>	Gary Tanner (Chair, lay member) Kathryn Evans (Registrant member) Sandra Norburn (Lay member)
<b>Hearings Coordinator:</b>	Jack Dickens
<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 confirmed</b>

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

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

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. Whilst working as a registered midwife, you must ensure that you are supervised by another registered midwife. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a midwife until you have been assessed by your line manager as competent to work without supervision.
2. Should you return to a midwifery position, you must meet with your line manager, mentor or supervisor every month to discuss your performance and clinical practice.
3. Prior to any review hearing, you must obtain a report from your line manager, mentor or supervisor outlining your progress and clinical competence as a midwife.
4. 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.
5. 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.

6. You must immediately give a copy of these conditions to:

- a) Any organisation or person you work for.
- b) Any agency you apply to or are registered with for work.
- c) Any employers you apply to for work (at the time of application).
- d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
- e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.

7. 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.

8. 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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Miss Aitken will be notified of that panel's decision in writing following that meeting.

Alternatively, Miss Aitken is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Miss Aitken will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Miss Aitken must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Miss Aitken does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Miss Aitken and her representative will be invited to attend.

This decision will be confirmed to Miss Aitken in writing.

That concludes this determination.