

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

**Interim Order Review Hearing  
Thursday, 15 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Parveen Kelly</b>
<b>NMC PIN:</b>	99I7519E
<b>Part(s) of the register:</b>	Registered Midwife – November 2002
<b>Relevant Location:</b>	Oxfordshire
<b>Panel members:</b>	Adrian Ward (Chair, Lay member) Jillian Claire Rashid (Registrant member) Clare Taggart (Lay member)
<b>Legal Assessor:</b>	Gillian Hawken
<b>Hearings Coordinator:</b>	Christine Iraguha
<b>Nursing and Midwifery Council:</b>	Represented by Holly Girven, Case Presenter
<b>Mrs Kelly:</b>	Not present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice 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. You must limit your practice to working within an NHS maternity service.
2. You must ensure that you are indirectly supervised by a mentor or supervisor any time you are working. Your supervision must consist of working all times on the same shift as, but not always directly observed by another registered midwife.
3. You must work with your line manager, mentor, or supervisor to create a personal development plan (PDP). Your PDP must address your learning needs to enable you to work safely as a midwife with your NHS employer.
4. You must meet with your line manager, mentor, or supervisor at least every month to discuss your progress towards achieving the aims set out in your PDP. Meetings could be more frequent as agreed with your line manager, mentor, or supervisor.
5. You must send your Case Officer a copy of your PDP and a report from your line manager, mentor or supervisor setting out your progress towards achieving the aims set out in your PDP before any review hearing or meeting.
6. 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.
7. 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.
8. 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.
9. 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.
10. 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 Kelly'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 Kelly 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. Mrs Kelly'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 Mrs Kelly. The NMC will keep Mrs Kelly informed of developments in relation to that issue.

This will be confirmed to Mrs Kelly in writing.

That concludes this determination.