Nursing and Midwifery Council
Investigating Committee
New Interim Order Hearing
13 March 2019
Nursing and Midwifery Council, 61 Aldwych, London, WC2B 4AE

Name of registrant: Miss Stephanie Louise Hickman
NMC PIN: 17G1169E
Part(s) of the register: Registered Midwife
Midwifery – RM – 2 November 2017
Area of registered address: England
Panel members: Robert Owen (Chair, Lay member)
Carolyn Roth (Registrant member)
Ron Handley (Lay member)
Legal Assessor: Megan Ashworth
Panel Secretary: Luke Stockmans
Nursing and Midwifery Council: Hannah Thomas, Case Presenter
Miss Hickman: Present and represented by Sian Bevan of counsel.

Interim order directed: Interim conditions of practice for 18 months.
1. You must confine your midwifery practice to non-agency work.

2. At any time that you are employed or otherwise providing midwifery services in a delivery suite and/or on a Labour Ward, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of working under the direct observation of a registered midwife.

3. In all other circumstances that you are employed or otherwise providing midwifery services you must place yourself and remain under the supervision of a registered midwife. Such supervision to consist of working at all times on the same shift as but not necessarily under the direct observation of a registered midwife who is physically present in or on the same ward, unit, floor or home that you are working in or on.

4. You must tell the NMC within 7 days of any nursing or midwifery appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.

5. You must work with your line manager, mentor or supervisor (or their nominated deputy) to create a personal development plan (PDP). This PDP, in particular, should address, the concerns about the following areas of your practice:
   - The contemporaneous recording of observations
   - Risk assessment for vulnerable or potentially deteriorating patients
   - The escalation of care
   - Hand hygiene
   - Professional communications with patients and colleagues

6. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least every 7 days to discuss the standard of your performance and your progress towards achieving the aims set out in your PDP.
7. You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance to the NMC before any NMC review hearing or meeting.

8. [PRIVATE].

9. [PRIVATE].

10. [PRIVATE].

11. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.

12. a. You must within 7 days of accepting any course of study connected with nursing or midwifery, provide the NMC with the name and contact details of the individual or organisation offering the course of study.

b. You must within 7 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.

13. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC’s fitness to practise procedures, and disclose the conditions listed at (1) to (12) above, to them.

a. Any organisation or person employing, contracting with, or using you to undertake nursing or midwifery work.

b. Any prospective employer (at the time of application) where you are applying for any nursing or midwifery appointment.

c. Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application)
The panel considered that the length of the order should be for a period of 18 months to allow the NMC sufficient time to conduct a full and proper investigation.

Unless your 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, you or the NMC may ask for the interim order to be reviewed if any new information becomes available that may be relevant to the interim order.

At any review the 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.

This decision will be confirmed to you in writing.

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

That concludes this determination.