

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
12 October 2020**

Virtual Hearing

Name of registrant: Roslyn Maree Brydon

NMC PIN: 85J0142O

Part(s) of the register: Registered Midwife (November 1987)
Registered Adult Nurse (October 1985) (Lapsed)

Area of registered address: Scotland

Panel members: Petra Leseberg (Chair, Lay member)
Nariane Chantler (Registrant member)
Stuart Turnock (Lay member)

Legal Assessor: Robin Hay

Panel Secretary: Anya Sharma

Nursing and Midwifery Council: Represented by Leeann Mohamed, Case
Presenter

Mrs Brydon: Present and represented by Jillian Merchant of
Thompsons Solicitors

Interim order directed: Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 not be the midwife in charge of the shift.
2. You must restrict your midwifery practice to a single substantive employer which can be agency.
3. You must ensure that you are supervised any time you are working. Your supervision must consist of:
 - Working at all times on the same shift as, but not always directly observed by a registered midwife
4. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least every fortnight to discuss the standard of your performance and conduct with particular reference to:
 - a. Time management
 - b. Escalation
 - c. Record keeping
 - d. Patient confidentiality
 - e. Infection control
 - f. Communication with colleagues and patients

5. You must send a report from your line manager, mentor, supervisor (or their nominated deputy) to the NMC at least 7 days prior to any NMC review hearing or meeting setting out the standard of your performance and conduct in particular:
 - a. Time management
 - b. Escalation
 - c. Record keeping
 - d. Patient confidentiality
 - e. Infection control
 - f. Communication with colleagues and patients

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.

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 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 evidence becomes available that may be relevant to the interim order.

At any review a 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.

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.

This will be confirmed to you in writing.

That concludes this determination.