

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday 7 January 2022**

Virtual Hearing

Name of registrant: **Olubukola Bridget Ajana**

NMC PIN: 07K00120

Part(s) of the register: Registered Midwife
Midwifery – RM- November 2007

Area of registered address: Bedfordshire

Panel members: Maureen Gunn (Chair, Registrant member)
Sally Pezaro (Registrant member)
Gary Tanner (Lay member)

Legal Assessor: Trevor Jones

Hearings Coordinator: Sharmilla Nanan

Nursing and Midwifery Council: Represented by Isabelle Knight, Case Presenter

Mrs Ajana: Present and represented by Alex Lawson,
instructed by Thompson Solicitors LLP

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 restrict your practice to working for one single employer. This may be through an agency placement but must be for a period of at least three months.
2. You must limit your midwifery practice to a ward based setting.
3. You must not be the only midwife on duty on a shift and you must not be the midwife in charge of a shift.
4. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about:
 - Compassionate care
 - Communication
 - Pain management and relief
 - Consent

You must:

- a) Send your case officer a copy of your PDP before the next hearing.
- b) Meet with your line manager, mentor or supervisor at least every 4 weeks to discuss your progress towards achieving the aims set out in your PDP and a reflective discussion on your current midwifery practice.
- c) Send your case officer a report from your line manager, mentor or supervisor before the next hearing. This report must show your progress towards

achieving the aims set out in your PDP and your more general reflection on your current midwifery practice.

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:

- 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

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

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 Nursing and Midwifery Council (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.