

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

**Interim Order Review Hearing  
Thursday, 21 December 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Lisa Kay Land</b>
<b>NMC PIN</b>	08C0733E
<b>Part(s) of the register:</b>	Registered Midwife (17 September 2008)
<b>Relevant Location:</b>	Gloucestershire
<b>Panel members:</b>	Shaun Donnellan (Chair, registrant member) Karen Shubert (Registrant member) Georgina Wilkinson (Lay member)
<b>Legal Assessor:</b>	Trevor Jones
<b>Hearings Coordinator:</b>	Audrey Chikosha
<b>Nursing and Midwifery Council:</b>	Represented by Ashraf Khan, Case Presenter
<b>Mrs Land:</b>	Not present and unrepresented at the hearing
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 work for a single substantive employer. This must not be an agency.
2. You must not be the Midwife in charge of any shift.
3. You must be supervised at any time you're working. This means working on the same shift as, but not necessarily directly observed by another registered Midwife for ante-natal and post-natal care.
4. You must be directly supervised by a registered Midwife when undertaking intra-partum care.
5. You must meet with your line manager, mentor or supervisor every month to discuss your performance in relation to:
  - a) Record keeping
  - b) Identification and escalation of deteriorating patients
  - c) Communication with colleagues, in particular those relating to handovers.
6. You must obtain report from your line manager, mentor and supervisor, outlining your progress in relation to:
  - a) Record keeping
  - b) Identification and escalation of deteriorating patients
  - c) Communication with colleagues, in particular those relating to handovers.This report should be sent to your NMC Case Officer prior to any review hearing.

7. 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.
  
8. 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.
  
9. You must immediately give a copy of these conditions to:
  - a) Any organisation or person you work for.
  - b) Any employers you apply to for work (at the time of application).
  - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  
10. 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.
  
11. 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 Land'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 Land 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Land. The NMC will keep Mrs Land informed of developments in relation to that issue.

This will be confirmed to Mrs Land in writing.

That concludes this determination.