

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

**Interim Order Review Hearing  
Wednesday, 10 January 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Verity Blackman
<b>NMC PIN</b>	14D1373E
<b>Part(s) of the register:</b>	Registered Midwife Midwifery- 2 October 2014
<b>Relevant Location:</b>	Cornwall
<b>Panel members:</b>	Clive Chalk (Chair, Lay member) Bernie Nipper (Registrant member) Bill Matthews (Lay member)
<b>Legal Assessor:</b>	Robin Ince
<b>Hearings Coordinator:</b>	Jack Dickens
<b>Nursing and Midwifery Council:</b>	Represented by Ben Edwards, Case Presenter
<b>Mrs Blackman:</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 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 restrict your practice to one substantive employer which must not be an agency.
2. You must only work within a maternity unit and:
  - you must not be the sole midwife or the midwife in charge of the shift;
  - you must not carry out home visits alone.
3. You must ensure that you are supervised by a line manager, mentor or supervisor at 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, another registered midwife.
4. You must work with your line manager, supervisor or mentor to develop a personal development plan (PDP) in respect of the following areas;
  - Recognising deterioration in obstetric patients;
  - Sharing and escalating risks of obstetric patients;
  - Record keeping involving obstetric cases;
  - Importance of communication when working as part of a multi-disciplinary team which ensures obstetric patient safety.

5. You must meet every 2 weeks with your line manager, supervisor or mentor to discuss your progress against your PDP and your compliance with these conditions.
6. You must obtain a report from your line manager, supervisor or mentor prior to any next or subsequent review. This report must comment on:

- Recognising deterioration in obstetric patients;
- Sharing and escalating risks of obstetric patients;
- Record keeping involving obstetric cases;
- Importance of communication when working as part of a multi-disciplinary team which ensures obstetric patient safety.

You must send this report to your NMC case officer prior to any next or subsequent review.

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 Blackman'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 Blackman 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 Blackman. The NMC will keep Mrs Blackman informed of developments in relation to that issue.

This will be confirmed to Mrs Blackman in writing.

That concludes this determination.