

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

**Interim Order Review Hearing
Thursday, 21 March 2024**

Virtual Hearing

Name of Registrant:	Lorien Naomi Morgan-Furbear
NMC PIN:	16G0233W
Part(s) of the register:	Registered Midwife – 2 September 2016
Relevant Location:	Ceredigion
Panel members:	Patricia Richardson (Chair, lay member) Helen Chrystal (Registrant member) Lynne Vernon (Lay member)
Legal Assessor:	Emma Boothroyd
Hearings Coordinator:	Flynn Cammock-Nicholls
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Mrs Morgan-Furbear:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel determined that the public would remain suitably protected by the implementation of the following unchanged conditions:

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. Until you have successfully completed a preceptorship programme you must confine your midwifery practice to undertaking such a programme.
2. You must work with your line manager, mentor or supervisor (or their nominated deputy) to create a personal development plan designed to address the concerns about the following areas of your practice:
 - a) CTG interpretation;
 - b) Documentation and record keeping;
 - c) Escalation of concerns; and,
 - d) Adherence to clinical policies and procedures.
3. You must meet with your line manager, mentor, or supervisor (or their nominated deputy) at least every two weeks to discuss the standard of your performance, your progress towards satisfactorily completing your preceptorship and towards achieving the aims set out in your personal development plan.
4. You must send a report from your line manager mentor or supervisor (or their nominated deputy) setting out the standard of your performance and your progress towards satisfactorily completing your preceptorship and towards achieving the aims set out in your personal development plan before any NMC review hearing or meeting.

5. You must tell the NMC within seven days of any midwifery appointment (whether paid or unpaid) you accept within the UK or elsewhere and provide the NMC with contact details of your employer.
6. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within seven days of you receiving notice of them.
7. You must:
 - a) within seven days of accepting any post or employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study; and
 - b) within seven 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.
8. 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 (7) above, to them:
 - a) Any organisation or person employing, contracting with, or using you to undertake midwifery work;
 - b) Any agency you are registered with or apply to be registered with (at the time of application) to provide midwifery services;
 - c) Any prospective employer (at the time of application) where you are applying for any midwifery appointment; and,
 - d) 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 decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Morgan-Furbear'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 Morgan-Furbear 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Morgan-Furbear's case officer will write to her about this in due course.

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

This will be confirmed to Mrs Morgan-Furbear in writing.

That concludes this determination.