

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 26 March 2024**

Virtual Hearing

Name of Registrant:	Michele Samways
NMC PIN	07B1763E
Part(s) of the register:	Registered Midwife-17 September 2007
Relevant Location:	Exeter
Panel members:	Jill Robinson (Chair, registrant member) Sarah McAnulty (Lay member) Louise Jones (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Hanifah Choudhury
Nursing and Midwifery Council:	Represented by Alexander Findley, Case Presenter
Mrs Samways:	Present and unrepresented
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 limit your nursing practice to working for one substantive employer, which must not be an agency.
2. [PRIVATE]
3. [PRIVATE]
4. You must ensure that you are supervised by another registered midwife anytime 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.
5. You must not manage or administer medication unless directly supervised by another registered midwife.
6. You must not be the midwife in charge nor the sole midwife on duty at any time.
7. You must meet with your line manager or supervisor fortnightly, to discuss:
 - a. Professional conduct.

- b. Workload
 - c. Your wellbeing at work
 - d. Record keeping and documentation
8. You must send a report from your line manager or supervisor to the NMC prior to any review meeting or hearing outlining:
- a. Your compliance with the conditions.
 - b. Professional conduct.
 - c. Workload
 - d. Your wellbeing at work
 - e. Record keeping and documentation
9. [PRIVATE]
10. [PRIVATE]
11. [PRIVATE]
12. [PRIVATE]
13. [PRIVATE]
14. You must keep us 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.
15. You must keep us 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.

16. 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.

17. 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.

18. 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, Mrs 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.