

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday 19 June 2025**

Virtual Hearing

Name of Registrant:	Felicity Lawrence
NMC PIN:	21G0806E
Part(s) of the register:	Registered Midwife – Midwives part of the register Midwife – 17 September 2021
Relevant Location:	Bury
Panel members:	Sarah Hamilton (Chair, lay member) Yvonne Thomson (Registrant member) Michaela Higgins (Lay member)
Legal Assessor:	Ashraf Khan
Hearings Coordinator:	Bartek Cichowlas
Nursing and Midwifery Council:	Represented by Stephanie Stevens, Case Presenter
Miss Lawrence:	Present and unrepresented
Interim order under review:	Interim conditions of practice (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the implementation of the following 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. You must limit your practice to one substantive employer. If an agency, this must only be Cromwell Medical Agency. You must only accept placements at a single hospital.
2. You must not be the midwife in charge of any shift.
3. You must ensure that you are supervised 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, a registered midwife.
4. You must retain and produce to the NMC your completed timesheets for every shift you have undertaken. You must produce these timesheets prior to any review hearing.
5. You must meet with your supervisor, mentor, line manager or practice educator on a monthly basis, to discuss:
 - [PRIVATE]
 - Any challenging situations you have encountered in your workplace.

- Your general performance.
6. Your supervisor, mentor, line manager or practice educator must provide the NMC with a written report prior to any review hearing on the following:
- [PRIVATE]
 - Any challenging situations you have encountered in your workplace.
 - Your general performance.
7. [PRIVATE]
8. [PRIVATE]
9. You must keep us informed about anywhere you are working by:
- a) Telling your case officer within seven days of accepting or leaving any employer.
 - b) Giving your case officer your employer's contact details.
10. 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.
11. 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.
12. 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.
13. 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

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

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 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. Your case officer will write to you about this in due course.

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.