

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 10 October 2025**

Virtual Hearing

Name of Registrant:	Samantha Jayne Collins
NMC PIN:	01J0915E
Part(s) of the register:	Registered Midwife – 18 July 2005
Relevant Location:	Warwickshire
Panel members:	Angela Williams (Chair, lay member) Nicola Harvey (Registrant member) Wendy West (Lay member)
Legal Assessor:	Andrew Granville-Stafford
Hearings Coordinator:	Eric Dulle
Nursing and Midwifery Council:	Represented by Tomas Hamilton, Case Presenter
Ms Collins:	Not present and not represented
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 was of the view that the public would remain suitably protected by the continuation 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. [PRIVATE]
2. You must limit your employment to a single substantive employer. This must not be an agency.
3. You must not be involved in medication management or administration, unless directly supervised by another registered nurse or midwife.
4. You must not be the registered midwife in charge of any shift or ward at any time.
5. You must ensure that you are supervised any time you are working. Your supervision must consist of:
 - [PRIVATE]
 - Working at all times on the same shift as, but not always directly observed by, a registered midwife of Band 6 or above.
6. You must meet fortnightly with your line manager/supervisor/mentor to discuss your:
 - Performance; and
 - [PRIVATE]

You must obtain a report from your line manager/supervisor/ mentor which discusses your performance and [PRIVATE]. A copy of this report must be sent to your case officer prior to any review.

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10.[PRIVATE]

11.[PRIVATE]

12. 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.

13.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.

14.You must immediately give a copy of these conditions to:

- a) Your current employer
- b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
- c) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.

15.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.

16. 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) Your current 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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Ms Collins'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, Ms Collins 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. Ms Collins' case officer will write to him/her/them 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 Miss Collins. The NMC will write to Ms Collins when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Collins in writing.

That concludes this determination.