

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Meeting
Monday 22 September 2025

Virtual Meeting

Name of Registrant:	Laura Elizabeth Milne
NMC PIN:	19F1267E
Part(s) of the register:	Registered Nurse Adult- RNA- December 2019
Relevant Location:	Lincolnshire
Panel members:	Godfried Attafua (Chair, registrant member) Sue Gwyn (Registrant member) Wendy West (Lay member)
Hearings Coordinator:	Hanifah Choudhury
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 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 only work for one substantive employer, which must not be an agency, and you must not undertake any Bank shifts.
2. You must not be the nurse in charge or the sole nurse on duty.
3. You must ensure that you are directly supervised at any time you are working. Your supervision must consist of working at all times while being directly observed by another registered nurse.
4. You must only administer medication whilst being directly supervised.
5. [PRIVATE]
6. You must meet with your line manager, mentor or supervisor every two weeks to discuss:
 - a) Medicines management;
 - b) Acting upon, managing and escalating the care of deteriorating patients;
 - c) Patient assessment;
 - d) Communication.

7. You must send the NMC a report, from your line manager, mentor or supervisor, seven days prior to the next review hearing. This report must comment on your clinical practice in respect of:
 - a) Medicines management;
 - b) Acting upon, managing and escalating the care of deteriorating patients;
 - c) Patient assessment;
 - d) Communication.
8. 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.
9. 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.
10. 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.
11. 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.

12. 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 Milne's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Milne will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Milne will be invited to attend in person, send a representative on Mrs Milne's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Mrs Milne. The NMC will write to Mrs Milne when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Milne in writing.

That concludes this determination.