

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

**Interim Order Review Hearing  
Wednesday, 1 April 2026**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Laura Elizabeth Milne</b>
<b>NMC PIN:</b>	19F1267E
<b>Part(s) of the register:</b>	Registered Nurse – Adult RNA – 03 December 2019
<b>Relevant Location:</b>	Lincolnshire
<b>Panel members:</b>	Phil Lowe (Chair, Lay member) Radica Hardyal (Registrant member) Jane Malcolm (Lay member)
<b>Legal Assessor:</b>	Graeme Dalglish
<b>Hearings Coordinator:</b>	Hamizah Sukiman
<b>Nursing and Midwifery Council:</b>	Represented by Iwona Boesche, Case Presenter
<b>Mrs Milne:</b>	Not present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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. 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]
  - a) [PRIVATE];
  - b) [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, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, Mrs Milne 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, 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 Milne'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 Milne. The NMC will keep Mrs Milne informed of developments in relation to that issue.

This will be confirmed to Mrs Milne in writing.

That concludes this determination.