

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 11 August 2026**

Virtual Hearing

Name of Registrant:	Milan Arian
NMC PIN:	22C3612E
Part(s) of the register:	Registered Midwife (29 October 2024)
Relevant Location:	Bedford
Panel members:	Jill Robinson (Chair, registrant member) Karen McCutcheon (Registrant member) Rohan Sivanandan (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Alex Radley, Case Presenter
Mrs Arian:	Present and represented by Rebecca March, SEQUENTUS
Interim order to be reviewed:	Interim conditions of practice order (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 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 practice as a registered midwife to one substantive employer. This must not be an agency or bank work.
2. You must not be the sole midwife on duty and must not be the midwife in charge of any shift.
3. You must ensure that you are indirectly supervised by another registered midwife 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 another registered midwife.
4. You must not administer medication unless directly supervised by another registered midwife until you are signed off as competent by your line manager or supervisor.
5. You must work with your line manager or supervisor to create a personal development plan (PDP). Your PDP must address the following:
 - Medicines management
 - Maternal observations and recognition of maternal deterioration
 - Foetal monitoring including CTG interpretation

- Neonatal observations and recognition of neonatal deterioration
 - Escalation of concerns
 - Documentation and record keeping
 - Prioritisation
 - Time management
 - Communication and clinical decision making
6. You must have fortnightly meetings with your line manager or supervisor to discuss your progress towards achieving the aims set out in your PDP.
 7. Prior to any review hearing or meeting, you must obtain a report from your line manager or supervisor and send it to your NMC case officer. This report must address your progress against the PDP.
 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 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 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 decision will be confirmed to you in writing.

That concludes this determination.