

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

**Interim Order Review Meeting
Tuesday 21 July 2026**

Virtual Hearing

Name of Registrant:	Ashleigh Bird
NMC PIN:	16A0102E
Part(s) of the register:	Registered Nurse - Children, level 1 (23 April 2016)
Relevant Location:	Northampton
Panel members:	Mark Gower (Chair, lay member) Claire Cawley (Registrant member) Farrah Pradhan (Lay member)
Hearings Coordinator:	Salima Begum
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

‘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.
2. You must not be the registered nurse in charge or the sole registered nurse on duty.
3. You must only work in an acute setting.
4. You must meet with your line manager, mentor or supervisor every two weeks to discuss your practice in relation to the following areas:
 - Professional boundaries.
 - Data Protection.
 - Confidentiality.
5. You must provide the NMC with a report detailing your supervision meetings with your line manager, mentor or supervisor prior to any review hearing. This report must detail the following areas:
 - Professional boundaries.
 - Data Protection.
 - Confidentiality.

6. You must develop a personal development plan (PDP), in partnership with your line manager, supervisor or mentor, which demonstrates how you have strengthened your practice in the following areas:

- Professional boundaries.
- Data Protection.
- Confidentiality.

This can include completing relevant training.

7. 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.

8. 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.

9. 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.

10. 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.

11. 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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Miss Bird will be notified of that panel's decision in writing following that meeting.

Alternatively, Miss Bird is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Miss Bird will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Miss Bird must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Miss Bird does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Miss Bird and her representative will be invited to attend.

This decision will be confirmed to Miss Bird in writing.

That concludes this determination.