

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

**Substantive Order Review Hearing
Friday, 19 June 2026**

Virtual Hearing

Name of Registrant: Laura MacNeil

NMC PIN: 15E0665E

Part(s) of the register: Registered Midwife – (5 December 2015)

Type of case: Health/Conviction

Panel members: Catherine Devonport (Chair, registrant member)
Helen Radice (Registrant member)
Robert Fish (Lay member)

Legal Assessor: Paul Hester

Hearings Coordinator: Yvonne Temah

Nursing and Midwifery Council: Represented by Nicola Kay, Case Presenter

Miss MacNeil: Present and unrepresented

Order being reviewed: Conditions of practice order (6 months)

Fitness to practise: Impaired

Outcome: **Conditions of practice order (2 years) to come into effect on 23 August 2026 in accordance with Article 30 (1)**

An application under Rule 19 of the Nursing and Midwifery Fitness to Practise Rules Order of Council 2004 to hear all matters in private was accepted.

'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 midwifery practice to one substantive employer and not undertake any agency or bank work.
2. You must ensure that you are supervised by a registered midwife or Band 6 or above anytime you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed.
3. You must ensure that you have a designated mentor/supervisor who is a qualified midwife at band 6 or above who is fully aware of these proceedings.
4. [PRIVATE]
5. You must seek a report from your mentor/supervisor commenting on your ability to perform your role as a midwife and your management and administration of controlled drugs and provide it to the NMC at least 7 days before the next review hearing.
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]
9. You must tell the NMC within 7 days of any midwifery appointment (whether paid or unpaid) you accept within the UK or elsewhere and provide the NMC with contact details of your employer.

10. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.

11. You must within 7 days of
 - a) accepting any post of employment requiring registration with the NMC, or any course of study connected with midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study.
 - b) entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures and disclose the conditions listed at (1) to (11) above, to them
 - Any organisation or person employing, contracting with or using you to undertake nursing or midwifery work

 - Any prospective employer (at the time of application) where you are applying for any nursing or midwifery appointment

 - Any educational establishment at which you are undertaking a course of study connected with midwifery, or any such establishment to which

you apply to take a course (at the time of application).

This will be confirmed to you in writing.

That concludes this determination.