

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

**Interim Order Review Hearing  
Friday, 20 March 2026**

Virtual Hearing

|                                       |                                                                                                          |
|---------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | Kathryn Laura Duignan                                                                                    |
| <b>NMC PIN:</b>                       | 13B0006E                                                                                                 |
| <b>Part(s) of the register:</b>       | Registered Midwife<br>Midwifery - Midwife (25 March 2013)                                                |
| <b>Relevant Location:</b>             | Nottinghamshire                                                                                          |
| <b>Panel members:</b>                 | Rachel Carter (Chair, registrant member)<br>Victoria Head (Registrant member)<br>Ray Salmon (Lay member) |
| <b>Legal Assessor:</b>                | Michael Hosford-Tanner                                                                                   |
| <b>Hearings Coordinator:</b>          | Andrew Ormsby                                                                                            |
| <b>Nursing and Midwifery Council:</b> | Represented by Emily Timcke, Case Presenter                                                              |
| <b>Kathryn Laura Duignan:</b>         | Not present and unrepresented                                                                            |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order<br>(18 months)                                                      |
| <b>Outcome of review:</b>             | <b>Interim conditions of practice order<br/>confirmed</b>                                                |

## **Decision and reasons on interim order**

The panel decided to confirm the current interim conditions of practice order.

The panel determined that there having been no significant material change in the circumstances of the case, an interim conditions of practice order remains appropriate, proportionate and workable in order to maintain public protection and meet the public interest. 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 limit your midwifery practice to a single substantive employer that must not be an agency.
2. You must not be the midwife in charge of any shift.
3. 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.
4. 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.

5. 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.

6. 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.

7. 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 Ms Duignan'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, Ms Duignan 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, 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. Ms Duignan'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 Ms Duignan. The NMC will keep Miss Duignan informed of developments in relation to that issue.

This will be confirmed to Ms Duignan in writing.

That concludes this determination.