

**Nursing and Midwifery Council
Investigating Committee
New Interim Order Hearing
Tuesday, 3 September 2024**

Virtual Hearing

Name of registrant: Miss Philippa Gaisie

NMC PIN: 0116836E

Part(s) of the register: Registered Midwife
RM – September 2004

Relevant Location: Surrey

Panel members: Liz Maxey (Chair, Lay member)
Siobhan Ebdon (Registrant member)
Stephanie Hayle (Lay member)

Legal Assessor: Marian Killen

Hearings Coordinator: Maya Khan

Nursing and Midwifery Council: Represented by Anna Rubbi, Case Presenter

Ms Philippa Gaisie: Present and represented by Deepan Jaddoo,
instructed by UNISON

Interim order directed: **Interim conditions of practice order (18 months)**

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for 18 months.

As such it has determined that the following conditions are necessary, 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 restrict your midwifery practice to one substantive employer. If this is through an agency the placement must be for a minimum of three months in a single clinical area.
2. You must not be the midwife in charge of any shift or the sole midwife on duty.
3. You must ensure you are supervised 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 of Band 6 or above.
4. You must meet with line manager, mentor or supervisor on a fortnightly basis to discuss your performance in relation to the following areas:
 - a. Identifying any training needs
 - b. Culturally competent care practices
 - c. Teamwork
 - d. Appropriate and effective communication
 - e. Performance and conduct
5. You must provide a report from your clinical line manager, mentor or supervisor to the NMC prior to any review hearing on your general conduct specifically in relation to the areas listed in condition 4.
6. 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.

7. 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).

8. 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.

9. 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 other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to impose the interim conditions of practice order. The panel carefully considered the length of the order and noted Ms Rubbi's submission that the order should be for a minimum period of six months. The panel determined that 18 months was the appropriate and proportionate length of time as the NMC's investigation is at an early stage.

Unless your case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at this meeting, and you will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, the panel will review the interim order at a hearing which you will be invited to attend in person, send a representative on your behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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.

That concludes this determination.

This decision will be confirmed to you in writing.