

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 12 February 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Philippa Gaisie
<b>NMC PIN:</b>	0116836E
<b>Part(s) of the register:</b>	Registered Midwife RM – 26 September 2004
<b>Relevant Location:</b>	Surrey
<b>Panel members:</b>	Sarah Boynton (Chair, Registrant member) Suzie Adam (Registrant member) Julian Graville (Lay member)
<b>Legal Assessor:</b>	Valerie Paterson
<b>Hearings Coordinator:</b>	Catherine Blake
<b>Nursing and Midwifery Council:</b>	Represented by Alex James Granville, Case Presenter
<b>Miss Gaisie:</b>	Present and represented by Gail Adams, of UNISON
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## 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 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 your line manager, mentor or supervisor on at least a monthly 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.  
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 Nursing and Midwifery Council (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 will be confirmed to you in writing.

That concludes this determination.