

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 31 January 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Louise Gass</b>
<b>NMC PIN</b>	23C0779E
<b>Part(s) of the register:</b>	Registered Midwife Midwifery (16 October 2023)
<b>Relevant Location:</b>	Norfolk
<b>Panel members:</b>	Rama Krishnan (Chair, Lay member) Sally Glen (Registrant member) Noreen Quraishi (Lay member)
<b>Legal Assessor:</b>	Paul Housego
<b>Hearings Coordinator:</b>	Rebecca Wagner
<b>Nursing and Midwifery Council:</b>	Represented by Anna Rubbi, Case Presenter
<b>Ms Gass:</b>	Not present and unrepresented at this hearing
<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 confirmed</b>

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

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 work for one substantive employer. This employer must not be an agency.
2. You must be directly supervised at all times. Your supervision must consist of working at all times while being directly observed by a registered midwife of band 6 or above.
3. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least every two weeks to discuss the standard of your performance, with particular reference to:
  - Managing workload/prioritising care;
  - CTG care and interpretation;
  - Effective and safe handovers;
  - Basic intrapartum knowledge;
  - Medicine management;
  - Ability to escalate;
  - Record keeping.
4. You must meet with your Line Manager or mentor to formulate a personal development plan (PDP) to cover the above areas of your practice.
5. You must send a report to the NMC from your line manager, mentor or supervisor (or their nominated deputy) prior to the next review hearing setting

out the standard of your performance with particular reference to the above areas of your practice.

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 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.
  
8. 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.
  
9. 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.
  
10. 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.

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

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

Unless Ms Gass'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 Gass 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 Gass case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Ms Gass. The NMC will write to her when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Gass in writing.

That concludes this determination.