

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 6 March 2025**

Virtual Hearing

Name of Ms Lovely:	Tess Lovely
NMC PIN	97I5863E
Part(s) of the register:	Midwives Part of the Register Registered Midwife – 16 September 2000
Relevant Location:	Torbay and South Devon
Panel members:	Ingrid Lee (Chair, Lay member) Lynn Bayes (Ms Lovely member) David Brown (Lay member)
Legal Assessor:	Graeme Dalgleish
Hearings Coordinator:	Emma Norbury-Perrott
Nursing and Midwifery Council:	Represented by Alex Radley, Case Presenter
Ms Lovely:	Present and represented by Catherine Ravenscroft, instructed by Thompson's Solicitors
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

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 limit your midwifery practice to a single substantive employer and not through an agency.
2. You must not be the sole midwife on duty or midwife in charge of any shift, ward, or clinical area.
3. You must ensure you are supervised by another registered midwife anytime you are working as a registered midwife in any paid or unpaid capacity. Your supervision must consist of you working at all times under the supervision of another registered midwife, although this does not mean that you are required to be directly observed by them at all times.
4. You must ensure that you have fortnightly meetings with your line manager, mentor, or supervisor to discuss your performance, specifically:
 - Escalation of deteriorating patients;
 - Record Keeping;
 - Teamworking with colleagues;
 - Training completion and the creation of a Personal Development Plan (PDP)
 - [PRIVATE]

5. You must provide to the NMC before any review hearing a report from your line manager, mentor or supervisor detailing your compliance with these conditions and your performance in relation to:

- Escalation of deteriorating patients;
- Record Keeping;
- Teamworking with colleagues;
- Training completion and the creation of a PDP
- [PRIVATE]

6. You must work with your line manager to create a PDP. Your PDP must address the concerns about escalation of deteriorating patients, record keeping, including that all mandatory training is up to date.

You must send your case officer a copy of your PDP before the next review of this interim order.

7. You must keep us 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.

8. You must keep us 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.

9. 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.

10. 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.

11. 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 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.