

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

**Interim Order Review Hearing
Wednesday 10 December 2025**

Virtual Hearing

Name of Registrant:	Louise Jane Leeson
NMC PIN:	23C0779E
Part(s) of the register:	Registered Midwife (RM) – 16 October 2023
Relevant Location:	Norfolk
Panel members:	Denford Chifamba (Chair, Registrant member) Victoria Rees (Registrant member) Janine Green (Lay member)
Legal Assessor:	Elisa Hopley
Hearings Coordinator:	Emily Mae Christie
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Ms Leeson:	Not present and unrepresented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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 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.

Unless Ms Leeson'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 Leeson 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Ms Leeson. The NMC will keep Ms Leeson informed of developments in relation to her case.

This will be confirmed to Ms Leeson in writing.

That concludes this determination.