

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

Interim Order Review Meeting

Monday, 27 July 2026

Nursing and Midwifery Council
2 Stratford Place, Montfichet Road, London, E20 1EJ

Name of Registrant:	Philippa Gaisie
NMC PIN:	01I6836E
Part(s) of the register:	Registered Midwife Midwifery – 26 September 2004
Relevant Location:	Surrey
Panel members:	Graham Coulston-Herrmann (Chair, Lay member) Jennifer Portway (Lay member) Anne Sharpe (Registrant member)
Hearings Coordinator:	Abigail Addai
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 was of the view that the public would remain suitably protected by 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 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 indirectly supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly supervised 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 Ms Gaisie's case has already been concluded or there has been a material change of circumstances, a panel will review the interim suspension order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim suspension order at this meeting and Ms Gaisie 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, a panel will review the interim order at a hearing which Ms Gaisie will be invited to attend in

person, send a representative on Ms Gaisie's 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 suspension order or it may replace it with an interim conditions of practice order.

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

This will be confirmed to Ms Gaisie in writing.

That concludes this determination.