

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 8 May 2024**

Virtual Hearing

Name of Registrant:	Bethan Beauchamp
NMC PIN	18G1767E
Part(s) of the register:	Registered Nurse Children RNC (March 2019)
Relevant Location:	Bristol
Panel members:	Kiran Gill (Chair, Lay member) Sarah Hewetson-Grubb (Registrant member) Howard Millington (Lay member)
Legal Assessor:	Karen Rea
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Arthur Lo, Case Presenter
Miss Beauchamp:	Present and represented by Thomas Buxton, instructed by Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

As such it determined that the imposition of 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 practice to a single substantive employer. If the employer is an agency you must not accept placements of less than three months.
2. You must ensure that you are supervised by another registered nurse 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 nurse.
 - Fortnightly meetings with your line manager, mentor, or supervisor, to discuss medication management and administration, record-keeping, infection control, communication, professional boundaries, general clinical practice, and patient confidentiality, as relevant to your role at the time.

3. You must provide the NMC with a report from your line manager, mentor, or supervisor, before the next review, addressing your progress in relation to medication management and administration, record-keeping, infection control, communication, professional boundaries, general clinical practice, and patient confidentiality, as relevant to your role at the time.
4. You must prepare a personal action plan to strengthen your skills and practice in the following areas:
 - Medication management and administration
 - Record-keeping
 - Infection control
 - Communication
 - Professional boundaries
 - General clinical practice
 - Patient confidentiality
5. You must ensure you are directly supervised by another registered nurse at any time you are involved in medication management and administration, or updating patient records, until you have been assessed as competent to do so in your role by your line manager, mentor, or supervisor.
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 agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) 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 make this interim order for a period of 18 months to allow the NMC sufficient time to complete its investigation.

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 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 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.