

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 25 July 2024**

Virtual Meeting

Name of Registrant:	Sophie Barnard
NMC PIN	22C1615E
Part(s) of the register:	Nurses Part of the Register – Sub Part 1 RNA, Adult Nursing (Level 1) -August 2022
Relevant Location:	Camden
Panel members:	Petra Leseberg (Chair, lay member) Judith Shevlin (Registrant member) Elizabeth Williamson (Registrant member)
Hearings Coordinator:	Jack Dickens
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 therefore confirmed the current interim conditions of practice order with the same conditions, namely:

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 nursing practice to one substantive employer. This must not be an agency.

2. You must only be employed in a role within a preceptorship programme. This must include being under direct supervision until being assessed as competent to work independently by another registered nurse. The preceptorship programme must have particular emphasis on:
 - a) Medication management and administration
 - b) Clinical practice
 - c) Professional conduct in the workplace
 - d) Prioritisation of tasks
 - e) Record keeping

3. You must meet fortnightly with your line manager/mentor/supervisor to discuss your performance and progress in relation to:
 - a) The preceptorship programme
 - b) Medication management and administration
 - c) Clinical practice
 - d) Professional conduct in the workplace
 - e) Prioritisation of tasks
 - f) Record keeping

4. Once employed as a registered nurse, you must provide the NMC with a report from your line 12 manager/mentor/supervisor every three months, and in any event, at least 7 days before any review hearing or meeting, in relation to:
 - a) The preceptorship programme
 - b) Medication management and administration
 - c) Clinical practice
 - d) Professional conduct in the workplace
 - e) Prioritisation of tasks
 - f) Record keeping

5. 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.

6. 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.

7. 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.

8. You must tell your NMC case officer, within seven days of you 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 NMC 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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Miss Barnard will be notified of that panel's decision in writing following that meeting.

Alternatively, Miss Barnard is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Miss Barnard will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Miss Barnard must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Miss Barnard does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Miss Barnard and her representative will be invited to attend.

This decision will be confirmed to Miss Barnard in writing.

That concludes this determination.