

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

**Interim Order Review Hearing
Wednesday 6 November 2024**

Virtual Hearing

Name of Registrant:	Stephanie Benyon
NMC PIN	09F1451E
Part(s) of the register:	Registered Nurse – Sub part 1 Mental Health Nursing (Level 1) – 22 April 2010
Relevant Location:	Worcestershire
Panel members:	Andrew Macnamara (Chair, lay member) Sally Thomas (Registrant member) Carolyn Tetlow (Lay member)
Legal Assessor:	Gaon Hart
Hearings Coordinator:	Shela Begum
Nursing and Midwifery Council:	Represented by Violet Smart, Case Presenter
Mrs Benyon:	Not present and unrepresented at the 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 limit your practice to working in a clinical role at Practice Plus Group. Any placement must be for a minimum of three months.*
2. *You must not work as the registered nurse in charge on any shift.*
3. *You must ensure that you are supervised at any time when you are working as a registered nurse. Your supervision must consist of:*
 - a) *Working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.*
 - b) *Regular meetings with your line manager, mentor or supervisor, every four weeks to discuss:*
 - a) *Record keeping*
 - b) *Risk assessment*
 - c) *Care planning*
 - d) *Escalation of concerns*
 - e) *[PRIVATE]*
4. *You must send the NMC a report from your line manager/mentor/supervisor in advance of the next NMC hearing or meeting from which should comment on your progress in relation to:*
 - a) *Record keeping*
 - b) *Risk assessment*
 - c) *Care planning*

- d) *Escalation of concerns*
- e) *[PRIVATE]*

5. *[PRIVATE]*.

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 Mrs Benyon'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, Mrs Benyon 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 Mrs Benyon. The NMC will keep Mrs Benyon informed of developments in relation to that issue.

This will be confirmed to Mrs Benyon in writing.

That concludes this determination.