

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
05 April 2022**

Virtual Hearing

Name of registrant: Bethan Thorn

NMC PIN: 97D0097W

Part(s) of the register: Registered Nurse – Children Nursing
RNC – May 2000

Area of registered address: Rhondda Cynon, Taf

Panel members: Michael McCulley (Chair, Lay member)
Lynn Bayes (Registrant member)
Richard Carnell (Lay member)

Legal Assessor: Charles Conway

Hearings Coordinator: Amira Ahmed

Nursing and Midwifery Council: Represented by Sophie Evans, Case
Presenter

Mrs Thorn: Present and represented by Nicola Leonard,
instructed by the 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.

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 nursing practice to your current employer (Cwm Taf Morgannwg UHB, Royal Glamorgan Hospital).
2. You must not have access to any medication at any time.
3. You must not provide clinical care to patients which require you to be face to face, this does not include virtual health clinics or advice lines.
4. You must attend meetings every two weeks with your supervisor, mentor, or manager, who must be a registered nurse, to discuss:
 - a) Reflection on your past conduct and the impact this has had on your employer, colleagues, and the public.
 - b) Reflection on your current conduct in the workplace and your efforts to rebuild trust and confidence in your honesty and integrity.
5. You must obtain a report from your line manager mentor or supervisor with whom you have been having your fortnightly meetings before every review. Each report must contain details of your:
 - a) Reflection on your past conduct and the impact this has had on your employer, colleagues, and the public.

- b) Reflection on your current conduct in the workplace and your efforts to rebuild trust and confidence in your honesty and integrity.

You must send this to your case officer before any review.

6. [PRIVATE]

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. You must keep us 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.

11. You must keep us 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.

12. You must immediately give a copy of these conditions to:

- a) Your current employer (Cwm Taf Morgannwg UHB, Royal Glamorgan Hospital).
- 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.
- d) [PRIVATE]

13. 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.

14. 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 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 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.

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.