

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday 4 March 2022**

Virtual Hearing

Name of registrant: Beth Charlotte Morgan

NMC PIN: 16B0808E

Part(s) of the register: Registered Nurse – Learning Disabilities
(July 2017)

Area of registered address: North Somerset

Panel members: Jill Robinson (Chair, registrant member)
Sally Pezaro (Registrant member)
Libhin Bromley (Lay member)

Legal Assessor: Hala Helmi

Hearings Coordinator: Haseeb Dar

Nursing and Midwifery Council: Represented by Sapandeep Maini-
Thompson, Case Presenter

Miss Morgan: Not present and unrepresented

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 a single substantive employer who must not be an agency.
2. You must not be the sole nurse on any shift and nor the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse at any time you are working. Your supervision must consist of:
 - a) Whilst undertaking medication management you must be directly observed by another registered nurse.
 - b) At all other times you must work on the same shift as but not always directly observed by another registered nurse.
 - c) Meetings at least every fortnight to discuss your clinical practice including medication management and administration, record keeping, safeguarding, neglect, preserving dignity, and working with the colleagues.

4. Before any review you must send your NMC case officer a report from your line manager, mentor or supervisor which includes compliance with these conditions and your progress in relation to the areas in section 3c above.
5. 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.
6. 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.
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).
 - c) 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 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.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Miss Morgan'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, Miss Morgan 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Morgan. The NMC will write to Miss Morgan when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Morgan in writing.

That concludes this determination.