

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

**New Interim Order Hearing  
Thursday 28 December 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Bethan Maria Howell</b>
<b>NMC PIN</b>	89I0027W
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – 8 November 1992
<b>Panel members:</b>	Richard Youds (Chair, lay member) Christine Callender (Registrant member) Clare Taggart (Lay member)
<b>Legal Assessor:</b>	Gillian Hawken
<b>Hearings Coordinator:</b>	Audrey Chikosha
<b>Nursing and Midwifery Council:</b>	Represented by Alban Brahimi, Case Presenter
<b>Mrs Howell:</b>	Present and represented by Zahra Ahmed, instructed by The Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (12 months)</b>

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 12 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 will confine your nursing practice to the Care Home that currently employs you and to working day shifts only.
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.
3. You must be directly supervised by another registered nurse when administering medication.
4. You must send a report from your supervisor or line manager before any NMC Review Hearing commenting on your conduct and performance.
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]

9. [PRIVATE]
10. [PRIVATE]
11. [PRIVATE]
12. 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.
13. 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.
14. 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.
15. 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.

16. 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 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 you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.