

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 15 January 2024**

Virtual Hearing

|                                       |  |
|---------------------------------------|--|
| <b>Name of Registrant:</b>            | Sophie Barnard   |
| <b>NMC PIN</b>                        | 22C1615E   |
| <b>Part(s) of the register:</b>       | Registered Nurse – Adult Nursing<br>RNA – (31 August 2022)   |
| <b>Relevant Location:</b>             | London Borough of Camden   |
| <b>Panel members:</b>                 | Ingrid Lee (Chair, Lay member)<br>Jane Hughes (Registrant member)<br>Michael Lupson (Lay member)         |
| <b>Legal Assessor:</b>                | George Alliot  |
| <b>Hearings Coordinator:</b>          | Nicola Nicolaou  |
| <b>Nursing and Midwifery Council:</b> | Represented by Hena Patel, Case<br>Presenter   |
| <b>Miss Barnard:</b>                  | Present and represented by Laura Herbert,<br>Counsel instructed by the Royal College of<br>Nursing (RCN) |
| <b>Interim order directed:</b>        | <b>Interim conditions of practice order<br/>(18 months)</b>  |

## 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 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 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 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 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.