

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

**Interim Order Review Hearing
Tuesday 12 September 2023**

Virtual Hearing

Name of Registrant:	Isalyn Potts
NMC PIN	00B12270
Part(s) of the register:	Registered Nurse – Effective – Sub Part (1) Adult - 1 March 2014
Relevant Location:	Cheshire
Panel members:	Anthony Kanutin (Chair, Lay member) Claire Clarke (Registrant member) Melanie Swinnerton (Lay member)
Legal Assessor:	Sanjay Lal
Hearings Coordinator:	Claire Stevenson
Nursing and Midwifery Council:	Represented by Alex Radley, Case Presenter
Ms Potts:	Present and represented by Zahra Ahmed, instructed by Royal College of Nursing (RCN)
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' means any course of educational study connected to nursing, midwifery or nursing associates.

1. You must limit your nursing practice to one substantive employer, which can be an agency, but any placement must be of a minimum period of three months.
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, a registered nurse of band 6 or above.
 - Fortnightly meetings with your line manager, supervisor or mentor to discuss your professional conduct and performance.
3. You must send your NMC case officer a report from your line manager, supervisor or mentor which highlights your professional conduct and performance prior to any review of this case.
4. You must send your NMC case officer evidence that you have successfully completed training within six months of gaining employment. The training must address:
 - a) Communication;
 - b) Team working; and
 - c) Conflict management.
5. You must work with your line manager, supervisor or mentor to create a personal development plan (PDP). Your PDP must address the concerns about your

communication with colleagues, working collaboratively with colleagues and your reflections on your professional conduct using feedback from a variety of sources.

You must:

- a) Send your NMC case officer a copy of your PDP within one month of the imposition of this order or within one month of starting any new employment.
 - b) Meet with your line manager, supervisor or mentor at least every month to discuss your progress towards achieving the aims set out in your PDP.
 - c) Send your NMC case officer a report from your line manager, supervisor or mentor before any review hearing of this order. This report must show your progress towards achieving the aims set out in your PDP.
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 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.
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 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.

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.