

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 1 September 2026**

Virtual Hearing

|                                       |                                                                                                            |
|---------------------------------------|------------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | <b>Isobel King</b>                                                                                         |
| <b>NMC PIN</b>                        | 05K0041E                                                                                                   |
| <b>Part(s) of the register:</b>       | Registered Nurse<br>Adult – RNA – January 2006                                                             |
| <b>Relevant Location:</b>             | Lincoln                                                                                                    |
| <b>Panel members:</b>                 | Michael McCulley (Chair, Lay member)<br>Karen McCutcheon (Registrant member)<br>Hazel Wilford (Lay member) |
| <b>Legal Assessor:</b>                | Fiona Barnett                                                                                              |
| <b>Hearings Coordinator:</b>          | Bethany Seed                                                                                               |
| <b>Nursing and Midwifery Council:</b> | Represented by Sila Akin, Case Presenter                                                                   |
| <b>Ms King:</b>                       | Present and represented by Samantha Madden, instructed by the Royal College of Nursing (RCN)               |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18 months)                                                           |
| <b>Outcome of review:</b>             | <b>Interim conditions of practice order confirmed</b>                                                      |

## **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 necessary and proportionate:

‘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 restrict your nursing practice to one substantive employer.  
You must not undertake agency work.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse anytime 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.
4. You must meet fortnightly and have reflective discussions with your line manager or supervisor in the following areas:
  - a) Effective communication with colleagues
  - b) Medicines management
  - c) Adherence to information governance policy
5. You must provide a report from your line manager or supervisor detailing your progress on your reflective discussions in the areas above. This report must be sent your NMC case officer prior to any NMC proceedings

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 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.
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 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.