

Nursing and Midwifery Council

Agreed Removal Decision

Registrant: Isabella Jane Harper

PIN: 82B0028N

Part(s) of the register: Registered Nurse - Learning Disabilities Nursing

Relevant Location: County Antrim

On 3 April 2023, we received a referral raising a concern about Isabella Jane Harper's fitness to practise. It's alleged that while working as the manager of a residential care home Isabella Jane Harper:

- failed to report and/or refer incidents to the Regulation & Quality Improvement Agency
- failed to manage health and safety issues appropriately
- failed to allocate staff and resources appropriately to ensure patient observation requirements were met
- failed to ensure that risk assessments and/or care plans were up to date
- failed to ensure that appropriate nutrition was provided to patients
- failed to ensure the implementation and monitoring of infection prevention controls protocol
- didn't undertake 1:1 observations adequately or at all
- used offensive, intimidating and/or insulting language to staff.

Isabella Jane Harper accepts the majority of the concerns. She said that work-related pressures, including working through the pandemic and stress led to her acting out of character, professionally and personally.

We investigated the issue and the matter was referred to the Fitness to Practise Committee. No allegation against Isabella Jane Harper has yet been found substantively proved by one of our statutory committees.

On 20 May 2024 we received an application from Isabella Jane Harper for agreed removal from the NMC register.

ASSISTANT REGISTRAR'S DECISION

As an Assistant Registrar, I have delegated authority to make decisions about agreed removal and have agreed to removal from the NMC register in this case.

In accordance with Rule 14 of the Nursing and Midwifery Council (Education, Registration and Registration Appeals) Rules 2004, in considering Isabella Jane Harper's application for agreed removal, I've taken into account:

- the reasons for the decision to refer the case to the Fitness to Practise Committee
- the evidence obtained during the NMC investigation
- the context in which the concerns arose and other factors that played a part in what's alleged to have happened
- that there's no suggestion Isabella Jane Harper tried to conceal issues or put her own priorities or those of the organisation she worked for ahead of her professional duty to ensure the safety and dignity of people receiving care
- the reflection and remorse Isabella Jane Harper has shown
- the interests of Isabella Jane Harper
- the public interest.

We contacted the person who made the allegation against Isabella Jane Harper for their comments on the application for agreed removal. They didn't raise any objections to removal being agreed

I'm satisfied that:

- Isabella Jane Harper no longer intends to work as a registered nurse
- in all the circumstances of the case, the allegations against Isabella Jane Harper are not so serious as to be fundamentally incompatible with continued registration
- there are no other good reasons requiring us to consider the allegations further at this time
- the public interest is best served by agreeing the application for removal and enabling Isabella Jane Harper to leave the NMC register.

We'll publish a record of this decision for twelve months from the date of the decision, **1 October 2024**. In the event that Isabella Jane Harper seeks readmission to the register, we may consider the matters that led to this agreed removal further.