

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 5 August 2025**

Virtual Hearing

Name of Registrant:	Ben Dunkley
NMC PIN:	23G3168E
Part(s) of the register:	Registered Adult Nurse - RNA - August 2023
Panel members:	Gary Tanner (Chair, lay member) Helen Hughes (Registrant member) Alison Fisher (Lay member)
Legal Assessor:	Gaon Hart
Hearings Coordinator:	Sharmilla Nanan
Nursing and Midwifery Council:	Represented by Isabella Kirwan, Case Presenter
Mr Dunkley:	Present and represented by Simon Holborn, of Humans Ltd
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied (18 months)

Decision and reasons on interim order

The panel decided to vary 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' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must limit your nursing practice to one substantive employer, which must not be an agency but can be a bank placement of not less than three months duration on a single ward or unit.
2. You must be directly supervised anytime you are administering medication, including controlled drugs until signed off as competent to do so independently. Evidence of successful assessment must be sent to the NMC within 7 days of completion.
3. You must ensure that you are working at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must not be the nurse in charge on any shift.
5. You must have fortnightly meetings with your line manager or supervisor to discuss your record keeping, medication administration time management and clinical decision making.
6. You must obtain and submit a report from your line manager or supervisor to your NMC Case Officer seven days before any review hearing or meeting. Any such report should comment on the following areas:
 - a) Record keeping

- b) Medication administration
- c) Time management
- d) Clinical decision making.

7. 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.

8. You must immediately give a copy of these conditions to:

- a) Any employers you apply to for work (at the time of application).

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 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.