

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Monday, 17 November 2025**

Virtual Hearing

Name of Registrant:	Gary Stephen Penney
NMC PIN	06I0522E
Part(s) of the register:	Registered Nurse –Sub Part1 Mental Health Nursing{Level1}-25 September 2006 Nurse Independent/Supplementary Prescriber- 17 June 2025
Relevant Location:	Wrexham
Panel members:	Michael Robert McCulley (Chair, lay member) Sandra Norburn (Lay member) Romina Scaramagli (Registrant member)
Hearings Coordinator:	Yousrra Hassan
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’ mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must restrict and limit your employment to the Betsi Cadwaladr University Health Board (the Health Board).
2. If you receive notification from the Health Board that your suspension is to be lifted, you must let the NMC know within 7 days of the notification.
3. 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.
4. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
5. You must tell your NMC 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.

6. 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.

Unless Mr Penny's 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, Mr Penny's 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 Mr Penny's. The NMC will write to Mr Penny's when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Penny's in writing.

That concludes this determination.