

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 28 October 2025**

Virtual Hearing

Name of Registrant:	Charles Dete
NMC PIN:	04J0286E
Part(s) of the register:	Registered Nurse – Mental Health (RNMH) (5 March 2005)
Relevant Location:	Norfolk
Panel members:	Angela Williams (Chair, Lay member) Karen McCutcheon (Registrant member) Elaine Weinbren (Lay member)
Legal Assessor:	Andrew Granville-Stafford
Hearings Coordinator:	Sharmilla Nanan
Nursing and Midwifery Council:	Represented by Maham Malik, Case Presenter
Mr Dete:	Present and represented by Hannah Kinney of Counsel, instructed by Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 be employed by one substantive employer, and if employed via an agency, with a minimum of three months for a single clinical placement.
2. You must be directly supervised anytime you are undertaking medication administration and management, until you have been assessed as competent, by way of passing a written and practical assessment. You must send evidence of this assessment within 14 days of completion to your case officer at the NMC.
3. You must:
 - a) meet with your line manager or supervisor to discuss your ongoing knowledge skill and judgement with regard to medicines administration and management every 2 weeks.
 - b) Provide a report from your manager or supervisor outlining your knowledge skill and judgement with regard to medicines administration and management before the next review hearing.
4. You must undertake medicines administration and management training. You must provide evidence of your completed training to your NMC case officer within 14 days of completion.

5. 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.
6. 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.
7. 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.
 - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
8. 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.

9. 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.