

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 22 April 2026**

Virtual Meeting

Name of Registrant: Gary Stephen Penney

NMC PIN: 06I0522E

Part(s) of the register: Registered Nurse – Mental Health
RNMH – 25 September 2006

Nurse Independent/Supplementary Prescriber
V300 – 17 June 2025

Relevant Location: North Wales

Panel members: Michael McCulley (Chair, Lay member)
Louisa Hilton (Registrant member)
Rohan Sivanandan (Lay member)

Hearings Coordinator: Hamizah Sukiman

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.

As such it has determined that the following conditions remains 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.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mr Penney will be notified of that panel's decision in writing following that meeting.

Alternatively, Mr Penney is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mr Penney will be able to attend and make representations, send a representative on his behalf or submit written representations about whether the order continues to be necessary. Mr Penney must inform his case officer if he would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mr Penney does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mr Penney and his representative will be invited to attend.

This decision will be confirmed to Mr Penney in writing.

That concludes this determination.