

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 11 August 2026**

Virtual Hearing

Name of registrant:	Andrew Penfold
NMC PIN:	01I2953E
Part(s) of the register:	Registered Nurse – Adult RNA – July 2005
Relevant Location:	London
Panel members:	Godfried Attafua (Chair, Registrant member) Suzanna Adam (Registrant member) Wendy West (Lay member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Laura Paisley, Case Presenter
Mr Penfold:	Not present and not represented
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 18 months.

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 your nursing practice to one substantive employer which must not be an agency or involve any bank work.
2. You must not be the nurse in charge.
3. At any time, you are working, you must ensure that you are directly supervised by another registered nurse who is Band 6 or above in all areas of nursing practice until you have been assessed as competent. You must send evidence of this to your NMC case officer within 7 days of achieving this.
4. You must meet with your line manager or supervisor fortnightly to discuss your practise in relation to:
 - Medicine management and administration
 - Infection prevention and control
 - Wound care
 - Documentation and record keeping
5. You must send a report from your line manager or supervisor to your NMC case officer before the next review hearing. This report must detail your progress in relation to:
 - Medicine management and administration
 - Infection prevention and control
 - Wound care

- Documentation and record keeping
6. 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
 7. You must immediately give a copy of these conditions to:
 - a. Any organisation or person you work for.
 - b. Any employers you apply to for work (at the time of application).
 - c. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
 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

The panel decided to impose the interim conditions of practice order for a period of 18 months as the NMC's investigation is at an early stage.

The panel has noted that this interim order may have an impact Mr Penfold's ability to practise as a registered nurse and, as a consequence, he may be caused financial hardship. In applying the principle of proportionality, the panel determined that the need to protect the public outweighed your interests in this regard.

Unless Mr Penfold's case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at a meeting and Mr Penfold will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, the panel will review the interim order at a hearing which Mr Penfold will be invited to attend in person, send a representative on his behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Penfold. The NMC will write to Mr Penfold when the case is ready for the next stage of the fitness to practise process.

That concludes this determination.

This decision will be confirmed to Mr Penfold in writing.