

**Nursing and Midwifery Council
Fitness to Practise Committee**

**New Interim Order Hearing
Thursday, 25 April 2024**

Virtual Hearing

Name of Registrant: Andrea Dani

NMC PIN: 8511609E

Part(s) of the register: Registered Nurse – Sub Part 2
Adult Nursing – November 1990

Relevant Location: Hertfordshire

Panel members: Elliott Kenton (Chair, lay member)
Janine Ellul (Registrant member)
Ray Salmon (Lay member)

Legal Assessor: Gerard Coll

Hearings Coordinator: Ruth Bass

Nursing and Midwifery Council: Represented by Mohsin Malik, Case
Presenter

Mrs Dani: Not present and unrepresented

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 will ensure that you are supervised while being directly observed by a registered nurse of band 5 or above ('your Supervisor') any time you administer medication. Your supervision otherwise will consist of:
 - Working at all times on the same shift as, but not always directly observed by, a registered nurse of band 5 or above.
2. You will send your case officer evidence that you have successfully completed an appropriate medication administration competence course. This course should be assessed and evidence presented, confirmed by your Supervisor.
3. You will work with your Supervisor to create a personal development plan (PDP). Your PDP will address your administration of medication and any wider competencies to include following drug policies, acting within your competence and managing time with patients appropriately/triage management.

You will:

- Send your case officer a copy of your PDP by the next interim order review hearing.

- Meet with your Supervisor at least every two weeks to discuss your progress towards achieving the aims set out in your PDP.

- Send your case officer a report from your Supervisor every month. This report will show your progress towards achieving the aims set out in your PDP.

4. You must keep us 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.

5. You must keep us 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.

6. 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

7. 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.

8. 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 Mrs Dani'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, Mrs Dani 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against registrant. The NMC will keep Mrs Dani informed of developments in relation to that issue.

This will be confirmed to Mrs Dani in writing.

That concludes this determination.