

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 6 February 2026**

Virtual Hearing

Name of Registrant:	Soniya Andrews
NMC PIN:	22G1327O
Part(s) of the register:	Registered Nurse – Adult RNA – 22 July 2022
Relevant Location:	Dumfries & Galloway
Panel members:	Jill Robinson (Chair, Registrant member) Cherry Brennan (Registrant member) Dee Rogers (Lay member)
Legal Assessor:	John Donnelly
Hearings Coordinator:	Hamizah Sukiman
Nursing and Midwifery Council:	Represented by Stephen Earnshaw, Case Presenter
Mrs Andrews:	Present and represented by James Patterson, instructed by Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

Accordingly, the panel was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

'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 limit your nursing practice to NHS Dumfries and Galloway.*
2. *You must not be the nurse in charge on any shift.*
3. *You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.*
4. *You must meet with your manager or supervisor on a monthly basis to discuss your progress, competence and ability to practise independently.*
5. *You must provide the NMC with a report in relation to your progress, competence and ability to practise independently before any NMC review.*
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 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.*
8. *You must immediately give a copy of these conditions to:*
- a) *Your current employer, 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.*
9. *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.*
10. *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) *Your employer.*
 - b) *Any educational establishment.*
 - c) *Any other person(s) involved in your retraining and/or supervision required by these conditions.'*

Unless Mrs Andrews' 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 Andrews 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Andrews' case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Andrews. The NMC will write to her when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Andrews in writing.

That concludes this determination.