

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

**Substantive Order Review Meeting  
Monday, 16 February 2026**

Virtual Meeting

**Name of Registrant:** Andrea Dani

**NMC PIN:** 85I1609E

**Part(s) of the register:** Registered Nurse – Sub part 2  
Adult Nursing - (Level 2) - 12 November 1990

**Relevant Location:** Hertfordshire

**Type of case:** Lack of competence

**Panel members:** Janet Fisher (Chair, lay member)  
Rosalyn Mloyi (Registrant member)  
David Newsham (Lay member)

**Legal Assessor:** Graeme Sampson

**Hearings Coordinator:** Stanley Udealor

**Order being reviewed:** Conditions of practice order (18 months)

**Fitness to practise:** Impaired

**Outcome:** **Conditions of practice order extended for 9 months to come into effect on 7 April 2026 in accordance with Article 30(1)**

## **Decision and reasons on service of Notice of Meeting**

The panel noted at the start of this meeting that the Notice of Meeting had been sent to Mrs Dani's registered email address by secure email and to her registered address by recorded delivery on 12 January 2026.

The panel took into account that the Notice of Meeting provided details of the review and that the meeting would take place on or after 16 February 2026

The panel accepted the advice of the legal assessor.

In the light of all of the information available, the panel was satisfied that Mrs Dani has been served with notice of this meeting in accordance with the requirements of Rules 11A and 34 of the Nursing and Midwifery Council (Fitness to Practise) Rules 2004 (as amended) (the Rules).

## **Decision and reasons on review of the current order**

The panel decided to extend the current conditions of practice order for a period of nine months.

This order will come into effect at the end of 7 April 2026 in accordance with Article 30(1) of the Nursing and Midwifery Order 2001 (as amended) (the Order).

This is the first review of a substantive conditions of practice order originally imposed for a period of 18 months by a Fitness to Practise Committee on 6 September 2024.

The current order is due to expire at the end of 7 April 2026.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

The charges found proved which resulted in the imposition of the substantive order were as follows:

*'That you a registered nurse, failed to demonstrate the standards of knowledge, skill, and judgment required to practise without supervision as a band 5 nurse, in that you;*

1) *Between 2018 – 2019 failed to complete triage for one or more patients in a timely manner.*

2) *On 14 October 2019;*

a) *Asked Colleague Z to prescribe codeine for Patient C who had suffered a fall/head injury.*

b) *After checking the codeine out of the controlled drug cupboard failed to ensure that a second registered nurse accompanied you to the patient.*

c) *....*

d) *.....*

e) *.....*

f) *.....*

g) *.....*

i. *.....;*

ii. *.....*

h) *Did not escalate that triage times had reached over 45 minutes/2.5 hours 1*

3) *On 8 November 2019;*

a) *At around 7p.m. incorrectly administered Oxycodone 2.5mg/ml to Patient B, instead of Patient A.*

b) *Failed to ensure that a second registered nurse*

*checked/witnessed the administration of Oxycodone 2.5mg/ml to Patient B, in that you did not ensure that a second registered nurse checked Patient B's;*

- i. Name;*
  - ii. Date of Birth;*
  - iii. Potential allergies*
- c) failed to check Patient B's wristband before administering the Oxycodone 2.5mg/ml.*
- d) Failed to immediately call a doctor to attend Patient B after the incorrect administration of Oxycodone.*
- e) Failed to immediately escalate the medication administration error to the Nurse In Charge.*
- f) .....*
- g) At around 8p.m. checked out Oxycodone 2.5mg/ml from the Controlled Drug Cupboard without;*
- i. A second registered nurse.*
  - ii. Recording the relevant entry in the Controlled Drug Book*
- h) At around 8 p.m. administered Oxycodone 2.5mg/ml to Patient A;*
- i. Without ensuring that the administration was checked/signed by second registered nurse.*
  - ii. Failed to record/document the correct time the Oxycodone was administered to Patient A.*

*4) Around January 2019, acted outside the scope of your practice, in*

*that you wrote a prescription for diclofenac for an unknown patient.*

- 5) *Failed to complete an informal capability/improvement plan which commenced on 12 July 2019.*
- 6) *Between July-November 2019 failed to complete your triage competency book.*

*AND in light of the above, your fitness to practise is impaired by reason of your lack of competence.'*

The original panel determined the following with regard to impairment:

*'.....*

*The panel found that the first three limbs of Grant are engaged. Whilst no patients were harmed as a result of Mrs Dani's lack of competence, the panel determined that they were put at an unwarranted risk of harm as a consequence of Mrs Dani's ineffective triage and medication administration and management errors. Mrs Dani's lack of competence breached the fundamental tenets of the nursing profession and therefore brought its reputation into disrepute because she was not working at the standard that would be expected of a registered Band 5 nurse.*

*The panel took the view that Mrs Dani's conduct can be remediated. The panel determined that Mrs Dani was remorseful in her reviews and during the internal investigation process. However, it found that Mrs Dani demonstrated limited insight as she refers to the incidents as 'one mistake' in her reflective statement dated 4 March 2022. Although she accepted several of the regulatory concerns, Mrs Dani did not demonstrate an understanding of how her actions put patients at a risk of significant harm and how this impacted negatively on the reputation of the nursing profession. Further, she made no reference to how she would handle the situation differently in the future.*

*In its consideration of whether Mrs Dani has taken steps to strengthen her practice, the panel noted that her intentions to complete a short course to improve her nursing education was set out in the written submissions from the RCN on her behalf on 4 March 2022. However, the panel has not seen any evidence of further training. It considered that Mrs Dani's capability plan and triage competency book were not completed. The panel further noted that Mrs Dani did not engage or comply with the NMC Undertakings.*

*In light of the above, the panel determined that Mrs Dani is likely to repeat matters of the kind found proved. The panel therefore decided that a finding of impairment is necessary on the grounds of public protection.*

*The panel bore in mind that the overarching objectives of the NMC are to protect, promote and maintain the health safety and well-being of the public and patients, and to uphold/protect the wider public interest, which includes promoting and maintaining public confidence in the nursing and midwifery professions and upholding the proper professional standards for members of those professions.*

*The panel determined that, in this case, a finding of impairment on public interest grounds is required. A well-informed member of the public would be concerned if no finding of impairment was made despite the repeated pattern of nursing practice falling below the standards expected of a registered nurse.*

*Having regard to all of the above, the panel was satisfied that Mrs Dani's fitness to practise is currently impaired.'*

The original panel determined the following with regard to sanction:

*'The panel next considered whether placing conditions of practice on Mrs Dani's registration would be a sufficient and appropriate response.*

*The panel is mindful that any conditions imposed must be proportionate, measurable and workable. The panel took into account the SG, in particular:*

- No evidence of harmful deep-seated personality or attitudinal problems;*
- Identifiable areas of the nurse or midwife's practice in need of assessment and/or retraining;*
- Patients will not be put in danger either directly or indirectly as a result of the conditions;*
- The conditions will protect patients during the period they are in force; and*
- Conditions can be created that can be monitored and assessed.*

*The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. Whilst the panel found a lack of competence, it determined that there is no evidence of general incompetence. It noted that comment was made about Mrs Dani's good standard of individual care. The panel was of the view that it was in the public interest that, with appropriate safeguards, Mrs Dani should be able to return to practise as a nurse.*

*Balancing all of these factors, the panel determined that that the appropriate and proportionate sanction is that of a conditions of practice order.*

*The panel was of the view that to impose a suspension order would be wholly disproportionate and would not be a reasonable response in the circumstances of your case. It determined that it could maintain patient safety with a conditions of practice order. The panel considered that the identified areas of professional development cannot be addressed if you were not permitted to practice. The panel took the view that imposing a suspension order would be inconsistent with its findings.*

*The panel was aware that a striking-off order is not an available sanction at this time.*

*Having regard to the matters it has identified, the panel has concluded that a conditions of practice order will mark the importance of maintaining public confidence in the profession and will send to the public and the profession a clear message about the standards of practice required of a registered nurse.*

*The panel determined that the following conditions are appropriate and proportionate in this case:*

*'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 until you have successfully completed an appropriate medication administration competence course, have been deemed to be able to safely manage and administer medication by your supervisor. The course should be assessed, and the evidence presented, confirmed by your supervisor.*
- 2. Your supervision must consist of you working at all times on the same shift as, but not always directly observed by, a registered nurse of band 5 or above.*
- 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 monthly 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 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.*
5. *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.*
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'*

### **Decision and reasons on current impairment**

The panel has considered carefully whether Mrs Dani's fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the NMC has defined fitness to practise as a registrant's suitability to remain on the register without restriction. In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it, including the NMC bundle.

The panel heard and accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether Mrs Dani's fitness to practise remains impaired.

The panel took into account that there was no evidence before it to indicate that Mrs Dani has taken any steps to strengthen her nursing practice nor any new information to suggest that she has further developed her insight since the imposition of the conditions of practice order. The panel also noted that there was no information before it to indicate that Mrs Dani has engaged with the NMC since the original substantive meeting and as such, there has been no material change in circumstances since the imposition of the conditions of practice order. The panel took into consideration that there was no evidence of Mrs Dani's compliance with the recommendations of the previous panel regarding engagement and evidence of testimonials, training and reflection.

In light of this, the panel determined that there remains a real risk of repetition and a consequent risk of harm to the public. It therefore concluded that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. In the particular circumstances of this case, where there are wide-ranging concerns relating to failures in fundamental areas of nursing and there was no evidence of strengthened practice and insight, the public would expect the regulator to take action. The panel determined that public confidence in the profession, would be seriously undermined and damaged if a finding of impairment were not made in this case. For these reasons, the panel determined that a finding of current impairment is necessary on the grounds of public interest.

Having regard to all of the above, the panel finds that Mrs Dani's fitness to practise remains impaired on both public protection and public interest grounds.

### **Decision and reasons on sanction**

Having found Mrs Dani's fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions

Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case. The panel therefore decided that it would neither protect the public nor be in the public interest to take no further action.

The panel then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not restrict Mrs Dani's practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where *'the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.'* The panel considered that Mrs Dani's lack of competence was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that a caution order would neither protect the public nor be in the public interest.

The panel next considered whether imposing a further conditions of practice order on Mrs Dani's registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel took into account that the previous panel at the original substantive meeting had determined that although there was a lack of competence, there was no evidence of general incompetence and Mrs Dani had demonstrated limited insight and remorse. Therefore, this panel decided to provide Mrs Dani with further opportunity to demonstrate evidence of sufficient insight into the concerns and to strengthen her nursing practice. The panel therefore determined that a conditions of practice order remains appropriate and proportionate to address the failings highlighted in this case. It was of the view that a further conditions of practice order remains sufficient to protect the public and satisfy the public interest considerations in this case.

The panel gave serious consideration to the imposition of a suspension order. It determined that to impose a suspension order would be disproportionate and would not be a reasonable response in the circumstances of this case given that such an order would

deprive Mrs Dani of the opportunity to strengthen her nursing practice. However, this sanction may be considered by a future reviewing panel if there is no engagement from Mrs Dani and her fitness to practise remains impaired.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 9 months, which will come into effect on the expiry of the current order, namely at the end of 7 April 2026. It decided that the following conditions remains appropriate and proportionate in this case:

*'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 until you have successfully completed an appropriate medication administration competence course, have been deemed to be able to safely manage and administer medication by your supervisor. The course should be assessed, and the evidence presented, confirmed by your supervisor.*
2. *Your supervision must consist of you working at all times on the same shift as, but not always directly observed by, a registered nurse of band 5 or above.*
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 monthly 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 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.*
5. *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.*
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'*

The period of this order is for nine months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 7 April 2026 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well Mrs Dani has complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- Mrs Dani's engagement with the NMC, including making her future intentions in relation to her nursing career known.
- A reflective statement addressing the regulatory concerns
- Mrs Dani's attendance at a future review
- Testimonials and references from any employer or voluntary work
- Evidence of relevant training and continuous professional development

This will be confirmed to Mrs Dani in writing.

That concludes this determination.