

Notice of Decision

Registrant	Wendy Ann Peden
Registration number	6028156
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 2 years
Date of Effect	17th September 2020

This is a notice of decision of the Northern Ireland Social Care Council (the Council).

Decision

The Council has decided:

1. that there is evidence that your Fitness to Practise is impaired by reason of misconduct, as defined in Part 1, Rule 4 of the NISCC Fitness to Practise (Amendment) Rules 2019.
2. to issue a warning and direct that a record of the warning should be placed on your entry in the Register for a period of 2 years.

Misconduct

Whilst employed as a domiciliary care worker by the Southern Health and Social Care Trust within the Craigavon and Banbridge Locality:

- You were verbally abusive towards Service User A when you attended at their home to provide personal care on 17 September 2019.
- You made inappropriate gestures behind Service User A's back when you attended at their home on 17 September 2019.
- You neglected the personal care needs of Service User B by being dismissive of their request to use the toilet on 7 September 2019.

Reasons

The reasons that this behaviour is considered to constitute impaired fitness to practise are:

- Service users have the right to expect that the care and support they receive from social care workers, in whom they place their trust, will be carried out in a dignified, respectful and compassionate manner. By failing to treat service users with dignity, consideration, respect and compassion, you have undermined this trust and therefore placed service users at risk of harm and distress.
- Your behaviour has fallen below the standard expected of a person registered with the Northern Ireland Social Care Council.

NISCC Standards of Conduct and Practice for Social Care Workers

The Standards of Conduct and Practice for Social Care Workers that your behaviour has breached, are as follows:

Standard 1: Protect the rights and promote the interests and wellbeing of service users and carers. This includes:

- 1.2 Treating people with consideration, respect and compassion;
- 1.8 Respecting and maintaining the dignity and privacy of service users.

Standard 2: Strive to establish and maintain the trust and confidence of service users and carers. This includes:

- 2.2 Communicating in an appropriate, open, accurate and straightforward way.

Standard 5: Uphold public trust and confidence in social care services. In particular you must not:

- 5.1 Abuse, neglect or harm service users, carers or colleagues;
- 5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services.

Standard 6: Be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills. This includes:

- 6.1 Meeting relevant standards of practice and working in a lawful, safe and effective way.

Sanction

Having regard to the document '*Consensual Disposal Indicative Sanctions*' the Council decided that the appropriate sanction was the imposition of a warning on your registration for a period of 2 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your actions had a direct impact on service users, by way of verbal/emotional abuse;
- Your actions took place whilst at work in service users' homes;
- You failed to fulfil the responsibilities placed on you as a registered member of staff, and have therefore demonstrated a disregard for the Council's Standards of Conduct and Practice.

The following mitigation was taken into account in reaching this decision:

- You have no previous record of misconduct with the Council;
- You made full admissions during your former employer's investigation;
- Your long work record working in social care.

Date of Effect

This warning comes into effect on 17th September 2020. A record of the warning has been placed on your entry in the Register for a period of 2 years and does not affect your ability to practise.

Mairi Okasha

17th September 2020

Interim Director of Regulation and Standards

Date

You have the right to appeal this decision to the Care Tribunal. Any appeal must be lodged in writing within 28 days from the date of this Notice of Decision.