

Notice of Decision

Registrant	Evelyn McAlinden
	2096369
Part of Register	Part 2 – Adult Social Care Worker
Sanction	Undertakings
Date of Effect	26 November 2019

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 (1) of the NISCC Fitness to Practise (Amendment) Rules 2019.
2. to agree undertakings with you.

Impairment

Your actions, as outlined below, amount to impaired fitness to practise by reason of misconduct:

Whilst employed as a Senior Care Assistant (night duty) by Zest Care Homes Ltd in that:

- a. On the evening of 21 March 2019, you failed to administer medication as per direction, in that un-administered medication was found in the medicine trolley the following morning. This was identified as 10pm medications for Service User A. You failed to follow correct procedure in that the unadministered medication was left in the medicine trolley and as a result, Service User A did not receive her prescribed medication. In addition, you failed to report this at the end of your shift handover.
- b. On 21 March 2019, you had signed the Medication Administration Record (MAR) to indicate that you had administered Diazepam to Service User B, but on reviewing the Controlled Drug records, the balance remaining was 11 tablets, which indicated that you had failed to administer Diazepam to Service User B. Had you done so, the remaining balance would have been 10 tablets. This indicates falsification of the MAR sheet as it was evident that the medication had not, in fact been administered.

The MAR sheet, CD book and stock in cabinet should all be correct if the medication administration procedures had been followed correctly by you.

- c. On 23 March 2019, specifically between the hours of 02.30 and 02.55, you were observed to be asleep by management.
- d. On 22 February 2019, Service User C had removed a plaster cast from her Left wrist when you were on night duty as Senior Care Assistant and you failed to seek appropriate medical advice despite you recording that Service User C was in extreme pain.

Reasons

Standard of Practice 1: As a social care worker, you must understand the main duties and responsibilities of your own role within the context of the organisation in which you work. This includes:

- 1.2 Accessing full and up-to-date details of policies, procedures and agreed ways of working from your employer and adhering to them;
- 1.3 Knowing your main responsibilities to those service users and carers you support including duty of care;
- 1.7 Keeping records that are up to date, complete, accurate and legible;
- 1.8 Reporting any adverse events, incidents, errors and near misses that are likely to affect the quality of care and wellbeing of service users or carers.

Standard of Practice 3: As a social care worker, you must deliver person centred care and support which is safe and effective. This includes:

- 3.12 Contributing to the physical and emotional well-being of service users and carers;

Standard of Practice 5: As a social care worker, you must maintain health and safety at work. This includes:

- 5.2 Applying your organisation's policies and procedures in relation to medication and health care tasks

Sanction

Having regard to the document '*Indicative Sanctions for Consensual Disposal*' the Council decided that the appropriate course of action was to agree undertakings with you. An undertaking is an agreement between you and the Council, setting out limits within which you must practise.

Agreed Undertakings:

1. That within 6 months of entering a role in social care which requires registration with the Northern Ireland Social Care Council (NISCC) you will:
 - i Provide a report from your Line Manager addressing the standard of your performance. In particular, confirming that you have complied with your employer's policies and procedures and that you have undertaken all duties required of you.
 - ii Submit evidence, verified by your employer that you have availed of all relevant training and specify the training undertaken.
2. That after 12 months of entering a role in social care which requires registration with the Northern Ireland Social Care Council (NISCC) you will:
 - i Provide a report from your line manager addressing the standard of your performance.
3. That you will not undertake the administration of medicines unless and until you have completed the required training. This training is to include record keeping, and the standard operating procedures with particular regard to the safe administration of Controlled drugs. You will only administer medicines whilst supervised by a senior member of staff until evidence is submitted to NISCC by your employer confirming that you are deemed competent in this area of practice.

Agreement

Having been advised of the consequences, and having been recommended to take independent advice, you agreed to the 5 undertakings detailed above. A record of the undertakings has been placed on your entry in the Register. Other than the restrictions detailed in the undertakings, your ability to practise is not affected.

Duration of undertakings

The undertakings will continue indefinitely. However, under Rule 13 (12) you can apply to be released from an undertaking, and the Council will consider your request at that time.

Consequences of non-compliance with an undertaking

Under Rule 13 (13), if the Council receives information that you have not complied with an undertaking, or you fail to provide information to confirm compliance when requested, the Council may:

- (a) Refer the original allegations to the Preliminary Proceedings Committee; and
- (b) Treat the failure to comply with an undertaking as a separate allegation of impaired fitness to practise and refer this allegation to the Preliminary Proceedings Committee.

Date of Effect

The undertakings come into effect on 26 November 2019

Marian O'Rourke

Marian O'Rourke
Director of Regulations and Standards

26th November 2019

Date