

**Notice of Decision**

<b>Registrant</b>	<b>Ciara Mary Hamill</b>
<b>Registration number</b>	<b>6040506</b>
<b>Part of Register</b>	<b>Part 2 – Domiciliary Care Worker</b>
<b>Sanction</b>	<b>Warning to remain on your registration for a period of 3 years</b>
<b>Date of Effect</b>	<b>10 June 2020</b>

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 3 years.

**Misconduct**

That whilst being registered as a social care worker, and whilst employed as a Dementia Community Support Worker at Age NI:

1. On Wednesday 12 February 2020 you attended a call at approximately 6.35pm, when you were due to attend at 8.00pm and recorded on the monitoring sheet in respect to the call that you attended at 7.30pm; and
2. On Wednesday 12 February 2020 you knowingly administered medication at approximately 6.35pm when you knew or ought to have known that the service user was not due their medication until 8.00pm and that they had received their previous medication just over one hour previously at approximately 5.20pm.

**Reasons**

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

- Social care workers are expected to establish and maintain the trust and confidence of service users and carers. Attending a call early and then falsifying the monitoring sheet in respect to the call undermines that trust and confidence.
- 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 protect them from harm. Administering medication before it was due placed the service user at real risk of harm.

- 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 2: As a social care worker, you must strive to establish and maintain the trust and confidence of service users and carers. This includes:**

- 2.1 Being honest and trustworthy;
- 2.6 Being reliable and dependable.

**Standard 5: As a social care worker, you must uphold public trust and confidence in social care services. In particular you must not:**

- 5.7 Put yourself or other people at unnecessary risk;
- 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: As a social care worker, you must 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;
- 6.4 Maintaining clear and accurate records as required by procedures established for your work;
- 6.5 Informing your employer or the appropriate authority in a timely manner about any personal difficulties that might affect your ability to do your job competently and safely.

## **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 3 years.

## **Reasons for the Sanction**

When reaching its decision the Council considered the following factors:

- Your actions had the potential to put the service user at risk of serious harm.
- You have demonstrated a lack of insight into the potential consequences of your actions on the service user.
- In relation to allegation 1, your actions were dishonest.
- There is evidence of a pattern of behaviour in respect to allegation 1, which had previously been addressed by your employer.
- Your behaviour has demonstrated a serious disregard for the NISCC Standards of Conduct and Practice.

The following mitigating circumstances were taken into account in reaching this decision:

- You made an early admission to both your employer during investigation and to the Council.
- There is no evidence of harm to the service user.
- You have apologised for your actions.
- There is no previous record of misconduct with the Council.
- You report having personal difficulties at the time.

### **Consent**

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 03 June 2020. A record of the warning has been placed on your entry in the Register for a period of 3 years and does not affect your ability to practise.

### **Date of Effect**

This warning comes into effect on 10 June 2020.

*Manni Okawa*

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Interim Director of Regulation and Standards

10<sup>th</sup> June 2020

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Date