

Notice of Decision

Registrant	Nadezda Olsannikova
Registration number	6029543
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Undertakings
Date of Effect	13th November 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 (1) of the NISCC Fitness to Practise (Amendment) Rules 2019;
2. to agree undertakings with you.

Misconduct

Whilst employed as a Domiciliary Care Worker by Optimum Care:

- a. On 7 September 2019 you used an inappropriate restraint when assisting Service User A with eating, in contravention of their care plan, thereby placing Service User A at risk of harm;
- b. On an unknown date in 2019, you administered multiple tablets to Service User B in one mouthful, in contravention of their care plan, thereby placing Service User B at risk of harm;
- c. You failed to read the care plans of Service User A and Service User B, and failed to comply with them, thereby placing both service users at risk of harm.

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 protect them from harm. Your actions as set out above in a-c put service users at risk of harm as you failed to read and follow their individual care plans. You therefore failed in your duty of care towards both service users.

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 of Conduct 1: As a social care worker you must 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.

Standard of Conduct 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.

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.

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

3.2 Delivering care in line with assessed needs and service user and carer preferences;

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 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.

iii. Complete 'Reflective Activity: What is deprivation of liberty?' from the 'Deprivation of Liberty' module within the 'Safeguarding Digital Learning Resource'. This resource is accessed from the Social Care Council Learning Zone website at <https://learningzone.niscc.info/learning-resources/92/safeguarding>. Your manager should sign your work before you submit it to the Council.

2. That after 12 months of entering a role in social care which requires registration with the Northern Ireland Social Care Council 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. You will only administer medicines whilst supervised by a senior member of staff until evidence is submitted to the NI Social Care Council by your employer confirming that you are deemed competent in this area of practice.

4. That you will inform the NI Social Care Council of any professional investigation started against you, and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.

5. That you will inform the following parties that you are subject to an undertaking under the NI Social Care Council's fitness to practise procedures, and disclose the undertakings listed above, to them:

- i. Any organisation or person employing, contracting with, or using you to undertake social care work;
- ii. Any agency you are registered with or apply to be registered with (at the time of application);
- iii. Any prospective employer (at the time of application);
- iv. Any educational establishment at which you are undertaking a course of study connected with social care work, or any such establishment to which you apply to take such a course (at the time of application).

6. That you notify the NI Social Care Council within 7 days of accepting any post or employment requiring registration with the NI Social Care Council and provide the name and contact details of the organisation offering you the post.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

Aggravating factors:

- The misconduct took place in work;
- There was a clear failure to read and follow care plans and procedures for individual service users;
- Your actions had the potential to cause physical and/or emotional harm to service users;
- You failed to fulfil the responsibilities placed on you as a registered member of staff.

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

- You have no previous record of misconduct with the Council;
- You have made full admissions and displayed insight into your practice failures;
- You have engaged with the Council's enquiries and shown a willingness to retrain and improve your practise.

Agreement

Having been advised of the consequences, and having been recommended to take independent advice, you agreed to the 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.

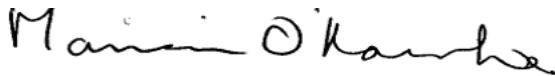
Consequences of non-compliance with an undertaking

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 13 November 2020



13 November 2020

Marian O'Rourke
Interim Director of Regulation and Standards

Date