



Notice of Decision

Registrant	Elaine Cromie
Registration number	6031784
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 4 years
Date of Effect	27th 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 Practice is impaired by reason of misconduct, as defined in Part 1, Rule 4(1)(a) of the NISCC Fitness to Practice (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 4 years.

Misconduct

That whilst being registered as a social care worker and employed as a Domiciliary Care Worker at Rathmourne Domiciliary Care Agency:

1. On the 28th September 2020 you left a vulnerable service user unattended on a one to one night shift, on or around the hours of 2.45am to 7.30 am therefore leaving the service user without adequate care provision.
2. On the 28th September 2020 you failed to follow correct reporting procedures by not informing your employer of the necessity to leave duty.
3. That your actions set out at (1) and (2) above put the service user at risk of harm.
4. Further to (1) and (2) above and despite being asked, you failed to inform Rathmourne Domiciliary Care Agency that you held secondary social care employment with Rutledge.
5. Despite being informed to do so by the Northern Ireland Social Care Council, you failed to inform Rutledge that there was an ongoing Fitness to Practise investigation in respect of your alleged conduct.
6. At the point of applying for registration with the Northern Ireland Social Care Council, you failed to inform the Council of a Conditional Discharge received in 2007 for receiving benefits and not declaring the same.

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' carers and employers. By failing to honor work commitments, agreements and arrangements you failed in your duty of care towards the service user.
- By failing to adequately supervise a vulnerable service user you placed the service user at risk of harm.
- Your actions were dishonest.
- 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 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;
- 2.7 Honouring work commitments, agreements and arrangements and, when it is not possible to do so, explaining why to service users and carers;
- 2.11 Not engaging in practices which are fraudulent in respect of use of public or private monies.

Standard 5: As a social care worker you must 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;
- 5.7 Put yourself or other people at unnecessary risk

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:

- 6.3 Being personally accountable for your actions and able to explain and account for your actions and decisions;
- 6.11 Being open and honest with people if things go wrong, including providing a full and prompt explanation to your employer of what has happened;

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 four years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

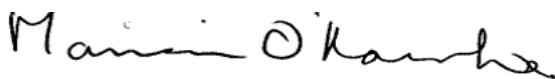
- Your actions had the potential to put service users at risk of harm.
- An early admission was not forthcoming.
- You were in a paid position to provide one to one support to a vulnerable service user.
- Your actions occurred and you failed to follow the correct procedure in relation to reporting.
- Your actions were dishonest.
- 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 admission during investigation by the Social Care Council
- There is no evidence of direct or indirect harm to service users.
- Your expression of remorse/apology to your employer.
- You have a previous good work history.
- There is no previous record of misconduct with the Council.
- You reported personal difficulties at the time.

Date of Effect

This warning comes into effect on 27th November 2020. A record of the warning has been placed on your entry in the Register for a period of Four years and does not affect your ability to practice.



Director of Regulation and Standards

Date: 27th November 2020