

**Notice of Decision**

<b>Registrant</b>	<b>Sharon Elizabeth McCracken</b>
<b>Registration number</b>	<b>6028522</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>05 May 2022</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 Domiciliary Care Worker at Southern Health & Social Care Trust:

1. On 16 February 2020 you falsified Daily Record Sheets at a service user's home.
2. On 16 February 2020 you administered medication to a service user, in spite of being aware that you were not permitted to undertake this task.
3. On 16 February 2020 your behaviour caused a concern that you were under the influence of drugs or another substance.
4. On 02 July 2020 you left a voice mail impersonating a service user's next of kin and made a vexatious allegation about another Trust employee.

**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. Your actions as set out above undermine 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. Your actions 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.

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;

6.6 Informing NISCC and any employers you work for at the first reasonable opportunity if your fitness to practise has been called into question. This includes ill-health that affects your ability to practise, criminal convictions, disciplinary proceedings and findings of other regulatory bodies or organisations.

### **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 could have placed the service user at risk of harm.
- You demonstrated a lack of insight or remorse for the potential consequences of your behaviour on the service user.
- In relation to allegations 1 and 4, 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:

- There was no evidence of direct harm to the service user.
- You have engaged with your employer investigation and there has been some engagement with the Council.
- You made early admissions.
- Evidence of personal difficulties at the time which are now under control.
- You have a previous good work history and good character and there has been no repetition of your behaviour.
- There is no previous record of misconduct with the Council.

**Date of Effect**

This warning comes into effect on 05 May 2022.

*Mansi Okamba*

5<sup>th</sup> May 2022

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Director of Regulation & Standards

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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.**