

Notice of Decision

Registrant	Shonagh Treasa Dobbin
Registration number	7006544
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 1 year
Date of Effect	15th March 2024

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 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 one year.

MISCONDUCT

That whilst registered as a domiciliary care worker and whilst employed as a healthcare worker for Provincial Care Services Agency:

- On 7th September 2022, you failed to report an incident that caused a burn to a service user's leg in a timely manner, resulting in a delay of five days in the service user receiving appropriate medical intervention.

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 delay in reporting a burn resulting from spillage of a hot drink onto a service user's leg, caused a delay in the service user receiving appropriate medical intervention for the injury, putting the service user at risk of harm from the injury. By failing to report a burn in a timely manner, you failed in your duty of care.
- 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 this behaviour breaches are as follows:

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;

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;
- 6.2 Taking personal and, where appropriate, collective responsibility for quality improvement and safety in line with your job role;
- 6.3 Being personally accountable for your actions and able to explain and account for your actions and decisions;
- 6.4 Maintaining clear and accurate records as required by procedures established for your work;
- 6.12 Co-operating with any investigation or formal inquiry into your conduct, the conduct of others, or the care or services provided to a service user where appropriate;

The Standards of Practice for Social Care Workers that this behaviour breaches are as follows:

Standard 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 2: As a social care worker, you must be able to communicate effectively. This includes:

- 2.6 Sharing information with other health and social care staff and agencies in a timely manner in line with organisational procedures and principles and practices relating to confidentiality.

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

- 5.1 Applying your organisation's policies and procedures in relation to health and safety in your work setting and with regard to the service users and carers you support;

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 one year.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your failure to report an incident that caused a burn to a service user's leg in a timely manner, resulted in a delay in the service user receiving appropriate medical intervention.
- You have not engaged with the Council's enquiries and have failed to reflect on your actions or demonstrate remorse.
- 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 have no previous record of misconduct with the Council.
- You engaged with your former employer's initial investigation.
- You provided early admissions to your former employer regarding delays in reporting an incident that caused injury to a service user.
- This was an isolated incident and was not deliberate.
- Your current employer Ann's Home Care have provided a positive testimonial in regards to your current conduct and practice.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 12th March 2024. A record of the warning has been placed on your entry in the Register for a period of one year and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 15th March 2024.

Manni Okunba

15th March 2024

Director of Regulation and Standards

Date