

Notice of Decision

Registrant	Cathie Sarah Brotherson
Registration number	6005134
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	4 September 2017

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 2016.
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 on 6 January 2017 whilst working as a Senior Care Worker at Loughview Fold, Holywood you:

- Used the Central Prescription Record (CPR) solely to administer medication rather than using the CPR in conjunction with the Electronic Medicine Admin Record (EMAR) which was required.
- Failed to sign for medication on the EMAR when medications were administered to service users at 17.00 hr. You later completed the EMAR retrospectively for 25 service users between 20.29 hr and 20.33 hr.
- Signed for the administration of medication for one service user who did not receive any medication.
- Asked another Senior Care Worker to take medication out of a blister pack which had been signed for but not administered to a service user.
- Counted controlled drugs on your own without a second Senior Care Worker being present.

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. Any errors in administering medication puts service users at risk of harm. You therefore failed in your duty of care and placed service users at risk of harm on several occasions.
- 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 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.
- 6.3 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.

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

Standard 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 '*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 took place while you were at work, and in a position of responsibility as a Senior Support Worker.
- Your actions had the potential to place service users at risk of harm.
- You have demonstrated a lack of insight into your behaviour and have failed to co-operate with the Councils enquiries.
- There have been previous concerns reported to NISCC in relation to the standard of your practice.
- You failed to fulfil the responsibilities placed on you as a NISCC registered member of staff.

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

- You have no previous record of misconduct with the Council.
- There is no evidence that actual harm occurred to service users.

Date of Effect

This notice comes into effect on 4 September 2017.

Pamela Higgins

Director of Regulations and Standards

4th September 2017

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.