

Notice of Decision

Registrant	Andrea Mary Holden
Registration number	2059062
Part of Register	2
Sanction	Warning to remain on your registration for a period of 2 years
Date of Effect	11th August 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 2 years.

Misconduct

The misconduct is that whilst employed as a team leader within Praxis Care:-

- a. On 28th September 2016 you placed a service user at risk by failing to report a medication error which had come to your attention.
- b. On 30th September 2016 you placed a service user at risk by failing to report a medication error which had come to your attention.

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. By failing to report a medication error you failed in your duty of care and placed service users at risk of harm.
- Your behaviour has fallen below the standard expected of a person registered with the Northern Ireland Social Care Council.

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

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;

Standard 3: As a social care worker, you must promote the autonomy of service users while safeguarding them as far as possible from danger or harm. This includes:

- 3.5 Informing your employer or an appropriate authority, without delay, where the practice of colleagues or others may be unsafe or adversely affecting standards of care;

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:

- 6.4 Maintaining clear and accurate records as required by procedures established for your work;

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 2 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- You have no previous record of misconduct with the Council.
- You have demonstrated insight and remorse with respect to your actions.
- No service users appear to have experienced any harm as a result of your failure to report these medication errors.
- You have a positive employment history.
- You have cooperated with the Council and provided information which has assisted in the determination of this decision

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 2nd August 2017. A record of the warning has been placed on your entry in the Register for a period of 2 years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 11th August 2017.

Patricia Higgins
Director of Regulations and Standards

11th August 2017
Date

