

Notice of Decision

Registrant	Alison Sweeney
Registration number	6014911
Part of Register	Part 2 – Adult residential care worker
Sanction	Warning to remain on your registration for a period of 4 years
Date of Effect	16 January 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 4 years.

Misconduct

The Misconduct is that on 6 August 2016, whilst working as a Care Assistant at Bohill House Care Home, Coleraine you:

- a. Were observed roughly handling Service User A by using an unsafe manual handling practice. Further details being that you used an underarm drag lift.
- b. Were observed roughly handling Service User A using an unsafe manual handling practice. Further details being that without warning you lifted the legs of Service User A when seated at the edge of the bed which caused Service User A distress and required two colleagues to intervene.
- c. Were abrupt and raised your voice towards Service User A when providing personal care.

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 be carried out in a dignified, respectful and compassionate manner. By failing to treat Service User A with dignity, consideration, respect and compassion, you have undermined this trust and therefore placed Service User A at risk of harm and distress.
- 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 1: As a social care worker, you must protect the rights and promote the interests and wellbeing of service users and carers. This includes:

- 1.1 Treating each person as an individual;
- 1.2 Treating people with consideration, respect and compassion.

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:

- 2.2 Communicating in an appropriate, open, accurate and straightforward way.

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;
- 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;
- 6.3 Being personally accountable for your actions and able to explain and account for your actions and decisions.

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:

- The misconduct took place at work.
- Your actions could have caused direct harm to Service User A.
- You failed to fulfil the responsibilities placed on you as a NISCC registered member of staff.
- You have demonstrated a lack of insight into your behaviour and have failed to co-operate with the Councils enquiries.
- You have a history with regards to not following correct moving and handling procedures. You were disciplined by your employer following a similar incident in May 2016.

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 User A.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 12 January 2017. 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 practise.

Date of Effect

This warning comes into effect on 16 January 2017.

Helen Maister

Head of Fitness to Practise

16th January 2017.

Date