

Notice of Decision

Registrant	Chinasa Odo
Registration number	3126206
Part of Register	Support Workers in Care at Home Service, Support Workers in a Housing Support Service
Town of employment	Dundee
Sanction	Warning to stay on your registration for a period of 12 months and conditions imposed
Date of effect	23 February 2024

This is notice of a decision of the Scottish Social Services Council (SSSC).

Our decision

We decided:

1. that based on the facts found your fitness to practise is impaired, as defined in Rule 2 of Part 1 of the Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021
2. to place a warning on your registration, on the parts of the Register for Support Workers in Care at Home Service and Support Workers in a Housing Support Service for a period of 12 months
3. to place conditions on your registration, on the parts of the Register for Support Workers in Care at Home Service and Support Workers in Care at Home Service

Findings of fact

We decided there is evidence that:

On or around 31 March 2022 while employed as a Support Practitioner by Carr Gomm [information redacted] in Dundee, and during the course of your employment, you did, in relation to service user AA, who was at risk [information redacted]:

1. fail to carry the BB phone with you when you went to service user CC's flat which meant that you were not immediately alerted to AA leaving her flat and the building

and your fitness to practise is impaired because of your misconduct.

Reasons for finding your fitness to practise is impaired

1. Your fitness to practise is impaired because:
 - a. Social service workers must follow all procedures in place to ensure the safety and wellbeing of those who use services. By not ensuring that you were in possession of the BB phone you put AA at further risk of harm. The BB phone is linked to an emergency exit button. If you had this with you when visiting another service user you would have been immediately alerted to AA leaving the service, allowing you to take action immediately, reducing the risk [information redacted].
 - b. While AA was not harmed, she was placed at significant risk of harm. Your actions were not deliberate, and you did take immediate action when aware that AA had left the building. However, the consequences could have been extremely serious. The delay in discovering AA leaving the building placed AA at increased risk [information redacted] before others could intervene to prevent this.
 - c. You have demonstrated a concerning lack of insight and understanding with regards to the incident.
 - d. We consider there to be a risk of repetition given the lack of insight and full remediation.
 - e. There continues to be public protection concerns as we do not have evidence of whether there has been any change in practice since the incident. There are also public interest concerns as you do not appear to fully understand what is expected of a social service worker in terms of support and decision making.
 - f. The public confidence in the SSSC and of the sector would be put at risk if a finding of impairment were not made to remediate your behaviour.

2. In relation to findings of fact you have failed to follow parts 2.4, 5.7, 4.2, 4.3, 5.8 and 6.1 of the SSSC Code of Practice for Social Service Workers in force from 1 November 2016.

The sanction

After referring to our Decisions Guidance, we decided the appropriate sanction is to place a warning on your registration for a period of 12 months and the conditions set out below.

The conditions

The conditions placed on your registration are:

1. You must provide the SSSC with evidence that your employer knows about the conditions on your registration. You must provide this within seven days of:
 - a. these conditions coming into effect, or
 - b. starting any job that needs registration with the SSSC
2. Within two months of meeting condition 2 above, you must provide a reflective account to the SSSC. Your reflective account must be to the satisfaction of the SSSC. The reflective account should focus on the impact your behaviour has had or could have had on the reputation of the sector.

In providing your account, you are required to think about your actions by addressing each of the following points:

- a. your understanding of adult protection, by explaining how your behaviour in each of the allegations contributed towards an adult protection concern with AA
- b. why it was so important to ensure that the BB phone was in your possession when you went to attend to CC
- c. why it is essential to have an in-depth knowledge of each service user's care plan and how this knowledge can help you manage difficult situations better
- d. how the delay in noticing and reporting the absence of AA placed her at an additional risk of significant harm
- e. how you understand the damage or potential damage to the reputation of your colleagues, your employer and the social services sector due to your behaviour

- f. what you might have done differently in terms of dealing with AA prior to her leaving the premises initially unnoticed by you
- g. why your behaviour would not be compatible with the SSSC Codes of Practice in relation to your responsibilities to AA
- h. what you have learned since the incident and what you would now do differently to reassure the SSSC that this behaviour will not be repeated.

Reasons for the sanction

When making our decision we considered the following factors:

Factors of concern

- You have demonstrated little insight and there is no evidence of regret or apology.
- The behaviour took place within work, where you were trusted with the responsibility for the safety and wellbeing of residents.
- It is clear that AA was emotionally distressed and negatively impacted by the incident.

Factors in your favour

- You have co-operated with the SSSC investigation and that of your employer.
- Your manager states there were no concerns about your practice and you had previously managed challenging situations well.
- You have not been the subject of any previous concerns or investigations by the SSSC.

Documents we have referred to

When making our decision, we referred to the documents:

- Regulation of Care (Scotland) Act 2001
- Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021

- Decisions Guidance for Fitness to Practise Panels and Scottish Social Service Council staff.

Imposing the warning and conditions on your registration

Under the Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021, we can impose a warning and conditions on your registration if you do not ask for a hearing.

We wrote to you on 21 September 2023 to tell you we wanted to place a warning and conditions on your registration. After explaining the consequences of not asking for a hearing, and recommending you take legal advice, you have not asked that the case is referred to a Fitness to Practise Panel. We are therefore permitted by the Rules to impose the warning and conditions on your registration.

Date of effect

The notice comes into effect on 23 February 2024