

Notice of Decision

Registrant	Fiona Rennie
Registration number	4032115
Part of Register	Support Workers in Care at Home Service Support Workers in a Housing Support Service
Town of employment	St Andrews
Sanction	Warning to stay on your registration for a period of 12 months and condition imposed
Date of effect	5 August 2022

This is notice of a decision made by 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 part 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 a condition on your registration, on the part of the Register for Support Workers in Care at Home Service and Support Workers in a Housing Support Service, which you must meet within six months of taking up employment within a registerable role.

Findings of fact

We decided there is evidence that while employed as a Support Worker at (Information redacted), and during the course of your employment, you did:

1. on or around 15 March 2020
 - a. fail to store Service User AA's (Information redacted) medication correctly in AA's safe

- b. by your actions at allegation 1.a above act contrary to AA's care plan
2. on or around 8 September 2020
- a. administer Service User BB 3 x (Information redacted) instead of 1 x (Information redacted)
 - b. fail to administer 2 x (Information redacted) to Service User BB

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 care workers are expected to be reliable and dependable and should not place themselves or other people at unnecessary risk of harm. Social care workers should not behave in a way which would bring their suitability to work in social services into question.
 - b. You have failed to administer the correct medication to a service user and did not store a service users' medication correctly. This was contrary to the service users care plan. You risked causing harm to the service user's health. You also breached the trust and confidence placed in you by the service users, your employer, and the SSSC. Your actions fell below the standards expected of a registered social care worker.
 - c. The behaviour involves a pattern of conduct. This is a concern as it demonstrates an increased risk of repetition. You have shown limited insight and regret for your actions.
 - d. The misconduct negatively impacts the reputation of the social care profession. Your behaviour showed a disregard for the standards set out in the SSSC Codes of Practice.
 - e. There is a need to promote clear standards of professional conduct. A finding of impairment is necessary to maintain public confidence in the social care profession.
2. In relation to findings of fact at 1 and 2 above you have failed to follow parts 2.4, 5.1, 5.7, 5.8, 6.1 and 6.2 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 condition set out below.

The condition

The condition placed on your registration is:

1. You must send evidence to the SSSC that your employer knows about these conditions on your registration. The evidence must be signed by your employer. It must be sent to the SSSC within 7 days of the condition coming into effect, or of you starting a job that needs registration with the SSSC
2. You must provide the SSSC with evidence that you have carried out training. This must be signed by your employer. It must be sent to the SSSC within 3 months of condition 1 coming into effect. You should discuss with your employer the best way to complete this learning. It can be face-to-face study or online training, mentoring, supervision and/or independent study.

The training must cover:

- a. Adult support and protection
 - b. Administration of medication including: the knowledge and skills required for the safe administration and storage of medication, in keeping with your work role and responsibilities (including relevant policies and procedures)
 - c. The SSSC Codes of Practice and Health and Social Care Standards.
3. You must not administer medication on your own until you have satisfactorily met condition 2 and have shown to your employer that your administration of medication meets the required standard. Your employer should confirm in writing to you that you have met this.
 4. You must send a reflective account to the SSSC within 1 month of finishing the training. This must be to the satisfaction of the SSSC and you should write about:
 - a. What you have learnt from the training and how you will use this in your day to work.

- b. How you recognise the importance that people who use services obtain the correct dose of their medication at the correct time and the proper recording of this.
 - c. Give examples which show that you are aware that medicines must be stored in a way that is safe and will be effective when administered.
 - d. Give examples of how you use care plans to deliver person centred care, that meets the needs and requirements of people you are entrusted to care for.
 - e. How you show understanding of the risk factors involved in the administration of medication and the harm that can be caused because of:
 - i. errors in administration of medication: and
 - ii. failure to adhere to policies and procedures for administration of medication.
 - f. What you would do differently after your learning to prevent medication errors.
 - g. How the SSSC can be assured that you will not repeat the behaviour
5. You must take part in formal supervision with your employer at least every six weeks, for six months after you have started a role that needs SSSC registration., During each supervision session, you must discuss:
- a. how you are closely adhering to service users care plans and meeting their needs
 - b. how you embed the SSSC Codes of Practice into your day-to-day work
 - c. how you are working in ways that keep people you care for safe.
 - d. your knowledge and understanding of your employer's administration of medication policy and procedures
 - e. your knowledge and understanding (as a registered worker), that you are accountable for all your actions at work
 - f. discuss the training you have completed in 2 and how this is helping you to develop in your role.

Reasons for the sanction

When making our decision we considered the following factors:

Factors of concern

- The misconduct fell below the standards expected of a registered worker

- It took place during your employment to provide care to vulnerable people
- You put vulnerable service users in your care at risk of harm
- The behaviour has been repeated on two occasions within a short period of time despite being given training and support
- You have shown limited insight and regret for your actions.

Factors in your favour

- You have engaged in a meaningful way with the SSSC investigation.
- You have a good previous history with 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 condition

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 condition on your registration if you do not ask for a hearing.

We wrote to you on 22 June 2022 to tell you we wanted to place a warning and condition 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 this warning and condition on your registration.

Date of effect

The notice comes into effect on 5 August 2022.