

Notice of Decision

Registrant	Yvonne Bloomer
Registration number	3015520
Part of Register	Supervisors in a Care Home Service for Adults
Town of employment	Glasgow
Sanction	Three year warning
Date of effect	27 November 2020

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
2. to place a warning on your registration, on the part of the Register for Supervisors in a Care Home Service for Adults, for a period of three years.

Findings of Fact

We decided there is evidence that while employed as care co-ordinator at Abbeyfield House, Glasgow, and during the course of that employment, you did:

1. on or around 27 September 2019:
 - a. fail to administer service user AA's morning medication
 - b. sign AA's MAR sheet as if you had administered the medication, even though you had not
 - c. leave AA's medication in an unsecured cupboard in the resident's lounge

2. on or around 28 September 2019:
 - a. contact your junior colleague, ZZ, asking her to remove the medication that should have been given to AA on 27 September 2019 from the cupboard in the resident's lounge and to keep it, resulting in ZZ removing the medication from the service
 - b. ask ZZ not to tell your colleague YY, who was ZZ's senior, about the incident at allegation 2a. above
 - c. when you realised AA had not been given his medication, fail to:
 - i. report the matter to AA's GP or otherwise seek medical advice, or ensure that someone else did
 - ii. report the matter to the care home manager
3. on or around 29 September 2019, collect AA's medication from ZZ's home, take this to Abbeyfield House and return the medication to the pharmacy, without informing a senior manager of the error
4. by your actions at allegations 2a. and 2b., act dishonestly, in that you attempted to conceal your error at allegation 1 from your employer

and in light of the above, your fitness to practise is impaired by way of your misconduct.

Reasons for the finding that your fitness to practise is impaired

1. Your fitness to practise is impaired because:
 - Social services workers have a responsibility to protect service users from harm. By failing to administer medication to a resident, you could have caused them harm. Failure to administer the medication to the resident could have had a detrimental effect on their health and wellbeing. Similarly, by storing the medication you had failed to administer in an unsecured cupboard in the resident's lounge, you placed other residents at risk of harm.
 - Social service workers are expected to be truthful, open, honest and trustworthy, maintaining accurate records in relation to their practice.

By asking a junior colleague to assist you in concealing your error from another senior member of staff, you have acted dishonestly, and have encouraged another to do the same. This also would have placed your junior colleague under undue pressure and was a failure to treat her with respect. Such behaviour falls below the standards expected of social services workers.

2. You have failed to follow parts 2.1, 2.2, 2.4, 5.7, 5.8, 6.1, 6.2 and 6.5 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 that the appropriate sanction is to place a warning on your registration for a period of three years.

Reasons for the sanction

When making our decision we considered the following factors:

Factors of concern

- You had been employed in a supervisory role at the service for four years prior to this incident. You would therefore have been aware of the correct processes to be followed and would have known that the behaviour was not acceptable.
- You attempted to conceal your wrongdoing by asking a junior member of staff not to inform another senior carer about your error and did not inform management about what you had done.
- The behaviour is indicative of a pattern. The behaviour took place over the course of three days. You had several opportunities to admit your error but chose not to.
- The behaviour took place both in and outside of work. Your behaviour had the potential to cause harm to both the service user in question and your junior colleague.

Factors in your favour

- You have accepted responsibility for your actions and have shown insight into your behaviour.
- You have co-operated with the SSSC's investigation.
- You have been registered with the SSSC since 2006 and no concerns about your practice were reported prior to this incident. No further concerns about your practice have been reported to the SSSC since this incident.
- The SSSC received several references in support of your practice.

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

Acceptance of the warning

Having been advised of the consequences of accepting or not accepting the warning, and recommended to take legal advice, you admitted that your fitness to practise is impaired and accepted the warning on 10 November 2020.

Date of effect

The warning comes into effect on **27 November 2020** unless:

- you appeal, in which case the warning (if the court decides to impose it) will come into effect when the appeal process ends.