

Notice of Decision

Registrant	Taylor Thomson
Registration number	3048972
Part of Register	Supervisors in a Care at Home Service
Town of employment	Perth
Sanction	Removal
Date of effect	30 August 2023

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 impose a Removal Order removing your registration from the part of the SSSC Register for Supervisors in a Care at Home Service.

Findings of fact

We decided there is evidence that:

1. between on or around 6 January 2020 and on or around 1 July 2021, while employed as a Care Coordinator by Kippen Care Services in Perth and during the course of that employment, you did:
 - a. on or around 14 June 2021:
 - i. provide an observation score for colleague ZZ to your manager TT, when you had not carried out an observation of ZZ
 - ii. by your actions at 1.a.i, act dishonestly
 - iii. provide an observation score for colleague XX to your manager TT, when you had not carried out an observation of XX

- iv. by your actions at allegation 1.a.iii, act dishonestly
- b. in relation to service user AA:
 - i. on or prior to 20 June 2021, fail to arrange for AA's medication to be collected, which resulted in AA not receiving medication on or around 20 June 2021
 - ii. on or around 28 June 2021:
 - A. advise your employer that colleague YY had gone to collect service user AA's medication from the pharmacy on 18 June 2021 but that it was not ready to collect
 - B. by your actions at 1.b.ii.A act dishonestly as you were aware that colleague YY had not gone to the pharmacy
 - iii. on or around 23 June 2021:
 - A. advise AA's [information redacted] that the problem with medication at 1.b.i was an issue on the part of the pharmacy
 - B. by your actions at 1.b.iii.A, act dishonestly as there was no issue with the medication at the pharmacy
 - iv. on or around 10 July 2020:
 - A. log in the care book that you had attended AA's home at 10:30am and that AA was up and dressed
 - B. by your actions at 1.b.iv.A, act dishonestly as you had not attended AA's home at 10:30am
- c. on a date or dates unknown to the SSSC:
 - i. advise colleague XX that service user BB had been reassessed and his visit time reduced when this was not true
 - ii. advise colleague XX that service user CC had been reassessed and her visit time reduced when this was not true
 - iii. advise colleague XX that service user DD had been reassessed and her visit time reduced when this was not true
 - iv. advise colleague XX that service user EE had been reassessed and his visit time reduced when this was not true
 - v. by your actions at 1.c.i-iv, act dishonestly
 - vi. by your actions at 1.c.i-iv, rota for less time than the clients required and the company was paid for by the local authority

2. between on or around 15 November 2021 and on or around 1 December 2021, while employed as a Care Coordinator by Mitchell and Murdoch Care in Perth and during the course of that employment, you did, after being advised by junior colleagues VV and UU that another junior colleague had manually evacuated service user GG's bowels, fail to take any action
3. between on or around 14 March 2022 and on or around 27 January 2023, you did:
 - a. fail to inform your employer, Balhousie Care Limited:
 - i. that you were being investigated by your professional regulator, the Scottish Social Services Council
 - ii. that you were suspended from the part of the register for Supervisors in a Care at Home Service
 - b. by your actions at 3.a.i-ii act dishonestly
4. on or around 9 January 2023, in your application for employment as a Care Scheduler with ION Care and Support Services Ltd, you did:
 - a. fail to inform ION Care and Support Services Ltd:
 - i. that you had been employed by Kippen Care
 - ii. that you had been employed by Mitchell & Murdoch Care
 - b. by your actions at 4.a.i-ii act dishonestly
5. between on or around 9 January 2023 and on or around 10 February 2023, you did:
 - a. while interviewing for the position of Care Scheduler with ION Care and Support Services Limited, fail to inform ION Care and Support Services Limited that you were suspended on the part of the register for Supervisors in a Care at Home Service
 - b. by your actions at 5.a. act dishonestly

and your fitness to practise is impaired because of your misconduct as set out in allegations 1-5.

Reasons for finding your fitness to practise has been impaired

1. Your fitness to practise is impaired because:
 - a. Your behaviour raises serious concerns about your character and integrity. Social service workers are expected to be reliable, dependable, honest, and trustworthy. Social service workers are also entrusted not to put others at a risk of harm and to meet the relevant standards of practice. Your actions show a pattern of dishonest behaviour. You have been dishonest about carrying out observations of both junior colleague ZZ and junior colleague XX. Observations are used to monitor practice and failing to carry out observations could place service users at risk. You were also repeatedly dishonest about service user AA's medication, advising both AA's [information redacted] and your employer that there had been an issue at the pharmacy which prevented the medication from being collected by a junior colleague, when there was not. You also wrote information in AA's care book which was not accurate and you were repeatedly dishonest about service users' allocated visit times, advising colleague XX that four service users' visit times had been reduced after being reassessed, when they had not.
 - b. In another employment, you did not inform management or take any active investigative steps when two junior colleagues contacted you separately to raise concerns about another junior colleague. Management only became aware of this matter around 2 weeks after colleague VV reported this to you when a manager accessed your email account while you were on [information redacted] leave. Your actions could have placed the service user the allegation pertained to at a risk of physical and emotional harm if the alleged behaviour had re-occurred.
 - c. It is accepted, particularly in relation to your behaviour at 1.c. that your role may have been challenging and you may have tried to make resources stretch. However, you have worked in senior positions and continued to seek out senior positions with extra responsibilities. The tasks expected of you were not outwith the scope of your role. If you were unable to complete tasks or organise rotas in a certain way because of resourcing issues you should have raised this with management and been honest about this.
 - d. Additionally, you have also been repeatedly dishonest with social service employers. You failed to inform Balhousie Care Limited that

you were subject to an ongoing conduct case and there was a TSO on your registration. When applying for a position with ION Care and Support Service Limited, you failed to declare the two employments where the allegations resulting in the Temporary Suspension Order were made, in your application for employment. Your behaviour was dishonest, and it appears that your motivation was to conceal this information from your employer and a prospective employer. Your actions undermined safer recruitment process and the purpose of professional registration.

- e. Your behaviour falls well below the standards expected of a worker registered with the SSSC. Dishonesty is particularly serious because it can undermine trust in social services. The public, including people who use services must be able to place complete reliance on the integrity of workers. If your behaviour were to be repeated it would raise significant public protection and public interest concerns. You have provided no assurances that your behaviour will not be repeated and given the nature and significant pattern of behaviour, the SSSC is not satisfied that the risk of repetition is low.
2. You have failed to follow parts 2.1, 2.2, 2.4, 2.5, 3.6, 3.9, 3.10, 5.1, 5.7, 5.8, 6.1, 6.2 and 6.6 of the SSSC Code of Practice for Social Service Workers in force from 1 November 2016.

Sanction

After referring to our Decisions Guidance, we decided to impose a Removal Order, removing your registration from the SSSC Register.

Reasons for the sanction

When making our decision we considered the following factors:

Factors of concern

- You have not engaged with the SSSC's investigation.
- A warning and a condition were placed on your registration by the SSSC in September 2020, less than a year before further concerns about your fitness to practise were raised.
- There is a significant pattern of behaviour which falls below the standards expected of a registered worker over a period of around three years.

- You have continued to work in the sector while the investigation was ongoing and there have been additional allegations relating to your conduct during this time.
- Your behaviour at allegations 1-2 occurred while you were in a senior role with additional responsibilities.
- Your behaviour placed service users, including AA and GG at a risk of harm.
- There is evidence that you have attempted to conceal your behaviour. You were dishonest about observations to conceal that they had not been carried out. You were dishonest about AA's medication to conceal why it had not been collected. You were dishonest about client times. You were also dishonest about the SSSC investigation and the TSO in place to conceal these from social service employers.

Reasons why other sanctions are not appropriate

- A warning would not be appropriate as it would not adequately address the impairment of your fitness to practise and would give no protection to service users or the public.
- A condition would not be appropriate because there are no conditions which could be placed on you which would address why your fitness to practise has been impaired.
- A warning plus conditions would not be appropriate due to the reasons outlined above.
- A Suspension Order would not be appropriate as there is no evidence that a period of suspension would allow you to remedy the cause of the impairment of your fitness to practise. There is little evidence that you acknowledge your failings and the pattern of behaviour and lack of insight suggest the behaviour is likely to be repeated. You have also already been subject to a Temporary Suspension Order, which you have failed to inform social service employers of.
- For the reasons outlined above a Suspension Order plus conditions would not be appropriate.

- The SSSC considers a Removal Order is the most appropriate sanction as it is both necessary and justified in the public interest and to maintain the continuing trust and confidence in the social service profession and the SSSC as the regulator of the profession.

Documents we have referred to

- The 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 Removal Order

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 Removal Order if you do not ask for a hearing before a Fitness to Practise Panel.

We wrote to you on 17 July 2023 to tell you we wanted to place a Removal Order on your registration. After explaining the consequences and recommending you take legal advice, you have not asked for the case to be referred to a Fitness to Practise Panel. We are therefore permitted by the Rules to impose this Removal Order.

Date of effect

The notice comes into effect on 30 August 2023.