

Here are some points that you need to consider. You should have included all of these in your reflective activity.

- When you countersigned for John and did not report what happened to a senior you placed a resident at risk of harm.
- You are now placing the resident at risk of further harm by withholding information about what happened even when it appears that the resident has become ill as a result of not receiving the necessary medication.
- As the GP's conclusions and your story do not match, there could be an investigation. If controlled drugs have not been administered to residents and are missing, the police may become involved.
- This might not be the first time John has asked colleagues to countersign when they have not seen him administer controlled drugs. He could do it again. This puts more residents at risk of harm.
- Your decision making shows that you need to learn more about the standards expected of you as a social service worker. These include being honest and trustworthy. You are expected to communicate with your team in an open and accurate way.
- The SSSC Code of Practice for Social Service Workers says that you are expected to understand when to inform your employer if you see colleagues doing things that may be unsafe, or that adversely affect standards of care.
- You should read the relevant National Occupational Standards for Social Service Workers in adult care settings. These standards say that you should check and confirm that someone in your care actually takes their medication.
- You have a duty to report any acts or omissions in care that could be damaging to individuals. Keeping accurate and up to date records is important. If you need more training on this area of work, speak to your supervisor about it.
- When you countersigned for John and did not tell your supervisor, you were not meeting the standards expected of a social service worker. You are now doing the right thing but you need to take action to prevent this happening again.

When John asked you to countersign for medication that you did not witness being administered, the right thing to do was to refuse to sign and immediately report the incident to the senior on shift.