

# Inspection Report

**Name of Service:** Admiral Care Services

**Provider:** Admiral Care Services (NI) Ltd

**Date of Inspection:** 8 May 2026

Information on legislation and standards underpinning inspections can be found on our website <https://www.rqia.org.uk/>

## 1.0 Service information

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| <b>Organisation:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Admiral Care Services  |
| <b>Responsible Person:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Ms. Dawn Smyth         |
| <b>Registered Manager:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Mr. Jonny Hoy (Acting) |
| <b>Service Profile</b> – Admiral Care Services (NI) Ltd is a domiciliary care agency based in Carrickfergus. The agency provides a range of personal care services, meal provision and sitting services to people in their own homes. Service users have a range of needs including dementia, mental health, learning disability and physical disability. The services are provided in the areas of Newtownabbey, Greenisland, Carrickfergus, Larne, Carnlough and the surrounding areas. The Northern Health and Social Care Trust (NHSCT) commission the agency's services. |                        |

## 2.0 Inspection summary

A care Inspector carried out an unannounced inspection on 8 May 2026, between 9.00 a.m. and 2.00 p.m.

The inspection was undertaken to evidence how the agency is performing in relation to the regulations and standards; and to assess progress with the areas for improvement identified, by RQIA, during the a care inspection undertaken on 4 February 2025; and to determine if the agency is delivering safe, effective and compassionate care and if the service is well led.

The inspection examined the agency's governance and management arrangements, reviewing areas such as staff recruitment, professional registrations, staff induction and training and adult safeguarding. The Inspector also examined the reporting and recording of accidents and incidents, complaints, whistleblowing, Deprivation of Liberty Safeguards (DoLS), Service user involvement, Restrictive practices and Dysphagia management.

The Inspector identified good practice in relation to staff feedback, monthly monitoring of the service and induction. There were good governance and management arrangements in place.

As a result of this inspection, no new Areas for Improvement were identified.

### 3.0 The Inspection

#### 3.1 How we inspect

RQIA's inspections form part of our ongoing assessment of the quality of services. Our reports reflect how Admiral Care Services was performing against the regulations and standards, at the time of our inspection, highlighting both good practice and any areas for improvement. It is the responsibility of the provider to ensure compliance with legislation, standards and best practice, and to address any deficits identified during our inspections.

To prepare for this inspection we reviewed information held by RQIA about this agency. This included registration information, and any other written or verbal information received from service users, relatives, staff or the commissioning trust.

The Inspector will also examine a sample of records to evidence how the agency is performing in relation to the regulations and standards.

Throughout the inspection process, the Inspector will seek the views of those receiving support from the agency and their relatives, those working for the agency and those professionals visiting service users.

#### 3.2 What people told us about the service and their quality of life?

Respondents spoken to by the Inspector gave positive feedback.

One service user said 'I'm very happy with the service I'm getting'. Another said 'the carers are so good to me'.

Relatives of service users stated that 'the carers are all very caring'. Another said that 'I couldn't do without them'.

Staff reported that they enjoyed working in the agency and that management were supportive. One stated that 'the induction and shadowing were very good'. Another stated that 'I got a follow up phone call very quickly after reporting an incident on the system'.

One visiting professional stated that 'My experience with Admiral Care has been great in terms of my service users. They are very receptive to making changes in order to support service users and their families and will listen to families to ensure that they are heard even if changes cannot be made'. Another commented that 'I have several referrals with Admiral Care; they will hold people when they are in hospital and not request payment like other teams. This makes continuity of care good'.

## 4.0 Inspection findings

### 4.1 What are the systems in place for identifying and addressing risks?

The Inspector reviewed the agency's provision for the welfare, care and protection of service users was. The organisation's policy and procedures reflected information contained within the Department of Health's (DoH) regional policy 'Adult Safeguarding Prevention and Protection in Partnership' July 2015 and clearly outlined the procedure for staff in reporting concerns. There was an identified Adult Safeguarding Champion (ASC).

Discussions with the manager established that he was knowledgeable in matters relating to adult safeguarding, the role of the ASC and the process for reporting and managing adult safeguarding concerns.

Staff were required to complete adult safeguarding training during induction and every two years thereafter. Staff who spoke with the Inspector had a clear understanding of their responsibility in identifying and reporting any actual or suspected incidences of abuse. They could also describe their role in relation to reporting poor practice and their understanding of the agency's policy and procedure with regard to whistleblowing.

The agency retained records of any referrals made to the HSC Trust in relation to adult safeguarding. A review of records confirmed that there had been no referrals since the last inspection.

The manager was aware that he must inform RQIA of any safeguarding incident that is reported to the Police Service of Northern Ireland (PSNI).

Service users said they had no concerns regarding their safety; they described how they could speak to staff if they had any concerns about safety or the care they received. The agency had provided service users with information about keeping themselves safe and the details of the process for reporting any concerns.

The agency provided staff with training appropriate to the requirements of their role. The manager advised that there were service users who required assistance with moving and handling. Care plans for these service users clearly identified the name of equipment required for their care. A review of care records identified that risk assessments and care plans were up to date.

The agency had provided staff with training in relation to medicines management. The manager advised that all staff complete online medication management training and that this followed up with competency checks and regular spot checks by senior agency staff. The manager advised that no service users required the administration of oral medication via syringe.

The Mental Capacity Act (MCA) provides a legal framework for making decisions on behalf of service users who may lack the mental capacity to do so for themselves. The MCA requires that, as far as possible, service users make their own decisions and receive help to do so when needed. When service users lack mental capacity to take particular decisions, any made on their behalf must be in their best interests and as least restrictive as possible.

Staff who spoke with the Inspector demonstrated their understanding that service users who lack capacity to make decisions about aspects of their care and treatment have rights as outlined in the Mental Capacity Act (MCA).

Staff had completed appropriate Deprivation of Liberty Safeguards (DoLS) training appropriate to their job roles. The manager reported that none of the service users was subject to DoLS. A resource folder was available for staff to reference if needed.

#### **4.2 What are the systems in place for the promotion of service user involvement?**

From reviewing service users' care records and through discussions with service users, the Inspector noted that service users had an input into devising their own plan of care where possible. Service users' care plans contained details about their likes and dislikes and the level of support they may require. The agency keeps care plans under regular review and services users and /or their relatives participate, where appropriate, in the review of the care by both the agency and the commissioning trust

The Inspector viewed the annual quality report and client satisfaction survey, which demonstrated evidence of regular service user consultation.

#### **4.3 What are the systems in place for meeting the Dysphagia needs of service users?**

The manager reported that several service users required a modified diet.

The inspector viewed a sample of these care plans and confirmed that these followed the Speech and Language Therapy (SLT) assessments. Staff training records confirmed that all staff had received training in Dysphagia and were aware of action to take in the event of a service user choking.

#### **4.4 What systems are in place for recruitment and are they robust?**

The Inspector reviewed the agency's staff recruitment records and confirmed that all pre-employment checks, including criminal record checks (AccessNI), were completed and verified before staff members commenced employment and had direct engagement with service users. The manager was knowledgeable in this area. The agency checked regularly to ensure that staff had current registration with the Northern Ireland Social Care Council (NISCC). There was a system in place for the manager to check NISCC registrations monthly. Staff spoken with confirmed that they were aware of their responsibilities to keep their registrations up to date.

#### **4.5 What arrangements are in place for staff induction and training?**

There was evidence that all newly appointed staff had completed a structured orientation and induction programme, having regard to NISCC's Induction Standards for new workers in social care. This ensured that they were competent to carry out the duties of their job in line with the agency's policies and procedures. There was a formal induction programme of at least three days, which included shadowing of a more experienced staff member. The agency retained written records of the staff member's capability and competency in relation to their job role.

The agency has maintained a record for each member of staff of all training, including induction

and professional development activities undertaken. The inspector reviewed the training matrix maintained by the agency and found the majority of training to be up to date.

#### **4.6 What are the arrangements to ensure robust managerial oversight and guidance?**

The agency had monthly monitoring arrangements in place in compliance with regulations. The Inspector reviewed the reports and confirmed that these included engagement with service users, service users' relatives, staff and HSC Trust representatives. The reports included details of a review of the care records of service users; accident/incidents; safeguarding matters; staff recruitment and training, and staffing arrangements.

No incidents had occurred that required investigation under the Serious Adverse Incidents (SAI) procedure.

The agency's registration certificate was up to date and displayed appropriately. The inspector viewed the certificate of insurance for the agency and confirmed that this was current, with the correct level of cover.

There was a system in place to ensure that the agency managed complaints in accordance with its policy and procedure. The manager reported that the agency had received one complaint since the last inspection. The Inspector confirmed that this had been managed appropriately. The manager confirmed that the agency reviewed complaints monthly as part of the monthly quality monitoring process.

There was a system in place to ensure that agency staff retrieved records from discontinued packages of care in keeping with the agency's policies and procedures.

Where staff are unable to gain access to a service user's home, there is a protocol in place that clearly directs agency staff as to what actions they should take to manage and report such situations in a timely manner.

The inspector reviewed records of regular staff supervision as well as annual appraisals. Examination of appraisal and supervision records indicated that the agency carried these out regularly as per its policies and procedures.

#### **5.0 Quality Improvement Plan/Areas for Improvement**

The Inspector did not identify any Areas for Improvement during this inspection. The Inspector discussed the findings of the inspection with Mr. Jonny Hoy (Acting Manager), as part of the inspection process. These can be found in the main body of the report



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Authority

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