

Notice of Decision

Registrant	Anne Nicolette Carson
Registration number	6006595
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	19 May 2020

This is a notice of decision of the Northern Ireland Social Care Council (the Council).

Decision

The Council has decided:

1. that there is evidence that your Fitness to Practise is impaired by reason of misconduct, as defined in Part 1, Rule 4 of the NISCC Fitness to Practise (Amendment) Rules 2019.
2. to issue a warning and direct that a record of the warning should be placed on your entry in the Register for a period of 3 years.

Misconduct

That whilst being registered as a social care worker, and whilst employed as an Accommodation and Community Support Worker at Simon Community NI:

1. Between 10 August 2019 and 23 September 2019 you signed and recorded on a number of occasions that you had completed health and safety checks when you were not actually on site.
2. Between 03 July 2019 and 16 September 2019 you were late or left the site without proper authorisation or approval to the total of 85.5 hours.
3. Your actions as set out above at (1) and (2) put the safety of service users, staff and visitors at risk.
4. Between 03 July 2019 and 16 September 2019 you claimed for and received payment for contracted and additional hours not worked to the sum of £847.31.

Reasons

The reasons that this behaviour is considered to constitute impaired fitness to practise are:

- Social care workers are expected to establish and maintain the trust and confidence of service users and carers. Failing to honour work commitments without explanation or authorisation and recording that you had completed health and safety checks when you were not on site undermines that trust and confidence and put service users, staff and visitors at risk of harm.
- Your behaviour occurred over a prolonged period of approximately three months.
- Your actions were dishonest.
- Your behaviour has fallen below the standard expected of a person registered with the Northern Ireland Social Care Council.

NISCC Standards of Conduct and Practice for Social Care Workers

The Standards of Conduct and Practice for Social Care Workers that your behaviour has breached, are as follows:

Standard 2: As a social care worker, you must strive to establish and maintain the trust and confidence of service users and carers. This includes:

- 2.1 Being honest and trustworthy;
- 2.6 Being reliable and dependable;
- 2.7 Honouring work commitments, agreements and arrangements and, when it is not possible to do so, explaining why to service users and carers;
- 2.11 Not engaging in practices which are fraudulent in respect of use of public or private monies.

Standard 5: As a social care worker, you must uphold public trust and confidence in social care services. In particular you must not:

- 5.7 Put yourself or other people at unnecessary risk;
- 5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services.

Standard 6: As a social care worker, you must be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills. This includes:

- 6.1 Meeting relevant standards of practice and working in a lawful, safe and effective way;
- 6.3 Being personally accountable for your actions and able to explain and account for your actions and decisions;
- 6.4 Maintaining clear and accurate records as required by procedures established for your work;
- 6.5 Informing your employer or the appropriate authority in a timely manner about any personal difficulties that might affect your ability to do your job competently and safely.

Sanction

Having regard to the document '*Consensual Disposal Indicative Sanctions*' the Council decided that the appropriate sanction was the imposition of a warning on your registration for a period of 3 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your actions had the potential to put service users, staff and visitors at risk.
- You were in a paid position to provide support to service users.
- Your actions occurred over a prolonged period of time.
- You claimed for and accepted payment for work you knowingly did not complete.
- Your actions were dishonest.
- Your behaviour has demonstrated a serious disregard for the NISCC Standards of Conduct and Practice.

The following mitigating circumstances were taken into account in reaching this decision:

- You made an early admission to both your employer during investigation and to NISCC.
- There is no evidence of direct or indirect harm to service users.
- Your timely expression of remorse/apology to your employer.
- You have a previous good work history.
- There is no previous record of misconduct with the Council.
- You reported personal difficulties at the time.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 15 May 2020. A record of the warning has been placed on your entry in the Register for a period of 3 years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 19 May 2020.

Mansi Okawa

19th May 2020

Director of Regulation and Standards

Date