

**Notice of Decision**

<b>Registrant</b>	<b>Martine Mary Kenny</b>
<b>Registration number</b>	<b>6007073</b>
<b>Part of Register</b>	<b>Part 2 – Adult Residential Care Worker</b>
<b>Sanction</b>	<b>Warning to remain on your registration for a period of 3 years</b>
<b>Date of Effect</b>	<b>07 January 2020</b>

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 a Care Assistant at Ashgrove Care Home, Four Seasons Health Care:

- On 21 March 2018 you attended work under the influence of alcohol.

**Reasons**

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

- The public has a right to have confidence in social care services. By attending work under the influence of alcohol, you wilfully disregarded your responsibilities for the care and safety of the service users in your care and therefore undermined that public confidence.
- 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:**

- 2.6 Being reliable and dependable

**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.

### **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 placed service users and colleagues at risk of harm.
- You made admissions to your employer and the Council that you attended work for your shift on 21 March 2018 having consumed alcohol.
- Previous concerns regarding your practise appear to demonstrate a pattern of behaviour.
- 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:

- No evidence of actual harm to any service user.
- You co-operated during the employer investigation.
- You made admissions to your employer and the Council at the earliest opportunity.
- You have engaged with the Council and apologised for your actions.
- No previous record of misconduct with the Council.

### **Consent**

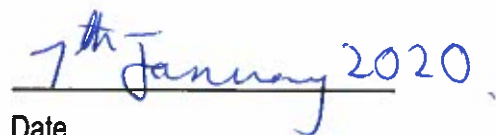
Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 14 December 2019. A record of the warning has been placed on your entry in the Register for a period of 3 years and does not affect your ability to practise.

### **Date of Effect**

This warning comes into effect on 07 January 2020.



Interim Director of Regulation and Standards



Date