

Notice of Decision

Registrant	Pedro Prazeres
Registration number	6017257
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of 2 years
Date of Effect	03 April 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 2 years.

Misconduct

That whilst being registered as a social care worker, and whilst employed as a Care Assistant at Greenhaw Lodge, Larchwood Care NI:

- On 18 August 2017 whilst providing personal care to Service User A, you adopted a boxer stance with raised fists and used words to the effect 'I'll bust your nose' causing distress to Service User A who suffers from dementia.

Reasons

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

- Service users have the right to expect that the care and support they receive from social care workers, in whom they place their trust, will be carried out in a dignified, respectful and compassionate manner. By failing to treat Service User A with dignity, consideration, respect and compassion, you have undermined this trust and therefore placed Service User A at risk of harm and distress.
- 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 1: As a social care worker, you must protect the rights and promote the interests and wellbeing of service users and carers. This includes:

1.2 Treating people with consideration, respect and compassion.

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:-

2.2 Communicating in an appropriate, open, accurate and straightforward way.

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

5.1 Abuse, neglect or harm service users, carers or colleagues;

5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services.

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 2 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your actions caused distress to Service User A who suffers from dementia.
- This incident occurred whilst you were in work providing personal care to Service User A.
- You have not demonstrated any insight or remorse for your actions to the Council.
- Since your initial response to the Council you have failed to engage with the Council's investigation.
- 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 co-operated during the PSNI and employer investigation.
- You have a previous good work history.
- No repetition of behaviour since the incident.
- No previous record of misconduct with the Council.

Date of Effect

This warning comes into effect on 03 April 2020.



Director of Regulation and Standards

03 April 2020

Date

You have the right to appeal this decision to the Care Tribunal. Any appeal must be lodged in writing within 28 days from the date of this Notice of Decision.