

Notice of Decision

Registrant	Caroline Sarah Jean McMullan
Registration number	6019755
Part of Register	Part 2 – Social Care Worker
Sanction	Removal by Agreement
Date of Effect	27th March 2018

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 Rules 2016.
2. to remove you from the Register, following your application to be Removed by Agreement, as defined in Rule 18 of the NISCC Fitness to Practise Rules 2016.

You (the Registrant) have agreed to the following Statement of Facts:

1. The Registrant pleaded guilty to the following offences at Coleraine Magistrates Court on 18th December 2017:
 - (i) Defendant on 19th November 2017, assaulted [Constable A], a constable in the execution of his duty, contrary to section 66(1) of the Police (Northern Ireland) Act 1998.
 - (ii) Defendant on 19th November 2017, unlawfully assaulted [Service User A], contrary to section 42 of the Offences Against the Person Act 1861.
2. The Registrant was under the influence of alcohol whilst at work on 19th November 2017.
3. The Registrant was employed as a Support Assistant by Triangle Housing Association, and was at work when the misconduct at 1(i), 1(ii) and 2 above was committed.
4. By reason of the misconduct set out above, the Registrant's fitness to practise is deemed to be impaired.
5. The public has a right to have confidence in social care services. The Registrant's behaviour represents a serious departure from what is expected of a registered social care worker. The Registrant attended for work whilst under the influence of alcohol, and then assaulted a service user whom she was employed to care for. When the police were called to attend the workplace due to the Registrant's actions, she assaulted a police officer whilst being arrested. The Registrant's behaviour has demonstrated that she is not a suitable person to work with the

most vulnerable people in society. Her actions also have the potential to damage the reputation of the social care workforce.

6. The Registrant has breached the following provisions of the NISCC Standards of Conduct and Practice for Social Care Workers:

Standard of Conduct 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 of Conduct 5: As a 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;

5.7 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 of Conduct 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.

Application for Removal by Agreement

Having regard to the document '*Consensual Disposal Indicative Sanctions*', the Council was minded to grant you Removal by Agreement. The Council served papers on you, inviting you to apply for Removal by Agreement. Having been advised of the consequences, and having been recommended to take independent advice, you made a written application to be removed from the Register on 22nd March 2018. In making the application, you admitted the allegations, signed the agreed statement of facts (as set out above), and admitted the facts amounted to your fitness to practise being impaired.

The effect of this decision is that your entry in the Register has been removed.

You are prohibited by law from working as a social care worker in any of the following regulated positions:

- A member of care staff at a children's home, residential care home, nursing home, day care setting or residential family centre;
- A person who is supplied by a domiciliary care agency to provide personal care to individuals in their own homes;
- A manager of a residential care home, day care setting, residential family care centre or domiciliary care agency.

It is **compulsory** for the above social care workers to be registered with the Northern Ireland Social Care Council in order to work. This is pursuant to the Northern Ireland Social Care Register (Social Care Workers Prohibition) and Fitness of Workers (Amendment) Regulations (Northern Ireland) 2017.

In accordance with Schedule 3, Paragraph 9 of the NISCC Fitness to Practise Rules, you may not apply to be restored to the Register within five years from the date of removal.

Date of Effect

This notice comes into effect on 27th March 2018.

Pamela Higgins
Director of Regulation and Standards

27th March 2018.
Date