

Notice of Decision

Registrant	Caroline Jane Hunter
Registration number	6027235
Part of Register	Part 2, Day Care Worker
Sanction	Warning (3 years)
Date of Effect	29th March 2022

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, Paragraph 4 (1) of the NISCC Fitness to Practise 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 03 years.

Misconduct

- 1) On 3rd October 2018, contrary to a vulnerable Service User's care plan, which directed 1:1 supervision, you ordered the Service User to leave a day room under your supervision and locked the door behind him to prevent his returning;
- 2) On 25th March 2019 concerns were identified with regards to a number of instances of apparent plagiarism in your course work submissions as part of a City & Guilds accredited OCF qualification course;
- 3) On 12th August 2019 you acted in an inappropriate manner towards a Service User in knocking headphones off his head; and,
- 4) On 13th September 2019 you acted in an inappropriate manner towards a Service User in pulling headphones away from his head and then allowing them to snap back against his head.

Reasons

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

- Matters 1,3 and 4 are considered instances of unacceptable conduct towards Service Users in your care.
- Matters 1,3 and 4 accumulatively appear to demonstrate a pattern of low level abusive behaviours towards a number of Service Users.
- Issue 2 raises concern with regards to your reliability, honesty and integrity.

- Your behaviour has fallen below the standard expected of a person registered with the Northern Ireland Social Care Council and therefore has the potential to undermine public confidence in social care services.

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. 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 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;

5.8 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 03 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- You showed disregard and a lack of consideration and compassion for Service Users in your care;
- You committed plagiarism in external accredited qualification coursework which raises concerns with regards to your integrity;
- You failed to engage constructively with the NISCC investigation of these matters and thereby have foregone the opportunity to provide the Council with any insight, reflection or learnings with respect to same or assurance with regards to future conduct.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you have failed to offer any formal response to the above. On account therefore in accordance with the aforementioned Fitness to Practise Rules 2019, a record of this warning has now been placed on your entry in the Register for a period of 03 years.

Date of Effect

This warning comes into effect on 29th March 2022.

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Director of Regulation and Standards

29th March 2022

Date