

Notice of Decision

Registrant	Clare Potter
Registration number	6041812
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	06 May 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, 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 Health Care Assistant with Nursing & Caring Direct Ltd:

- Between 06 December 2021 and 29 January 2022 you submitted fraudulent timesheets for payment of shifts not worked for your own financial gain to the sum of approximately £752.37.

Reasons

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

- Your behaviour occurred over a prolonged period of approximately 8 weeks.
- 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;

2.11 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:

5.8 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 3 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your actions occurred over a prolonged period of approx. 8 weeks (8 timesheets) and were not a one off isolated incident.
- 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:

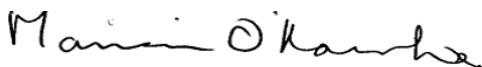
- You made admissions to both your employer during investigation and to NISCC.
- There is no evidence of direct or indirect harm to service users.
- You have fully engaged in the Council's investigation and have demonstrated remorse for your actions.
- You have set up a repayment plan to repay the money to Nursing & Caring Direct.
- You have 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 05 May 2022. 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 06 May 2022.



6th May 2022

Director of Regulation & Standards

Date