

Notice of Decision

Registrant	Brendan Dickey
Registration number	1147354
Part of Register	Part 2 – Residential Child Care Worker
Sanction	Warning to remain on your registration for a period of 1 year
Date of Effect	11 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 1 year.

Misconduct

That whilst being registered as a social care worker and whilst employed as a Residential Worker at Belfast Health & Social Care Trust:

1. Between 24 September 2016 and 12 October 2016, on four separate occasions, you misappropriated petty cash to the value of £20.80, to purchase cigarettes for your own personal use;
2. You deliberately defaced receipts from the purchase of the cigarettes in order to conceal that they were purchased with Trust monies; and
3. You falsely recorded the purpose of the withdrawal of the petty cash as exclusively for the purposes of the unit and the young people on the accompanying Trust Petty Cash Vouchers.

Reasons

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

- Social care workers are expected to establish and maintain the trust and confidence of service users and carers. Misappropriating petty cash to purchase cigarettes for your own personal use and deliberately defacing receipts to conceal your actions undermines that trust and confidence.
- Your behaviour occurred over 4 separate occasions.
- 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;

2.11 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:

5.2 Exploit service users, carers or colleagues in any way;

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 1 year.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your actions had the potential to bring the profession into disrepute.
- Your actions were dishonest.
- The behaviour was not an isolated incident and occurred on 4 separate occasions.
- 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:

- There was no evidence of direct or indirect harm to service users.
- Length of time since the incident.
- You have engaged with your employer investigation and with the Council's investigation.
- You have made full admissions to allegations 1-3, albeit some time later in the process.
- The Council has received evidence of personal mitigation.
- You have a long unblemished career history with the Trust.
- There is no previous record of misconduct with the Council.

Date of Effect

This warning comes into effect on 11 May 2022.

Mansi Okamba

11th May 2022

Director of Regulation & Standards

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.