

**Notice of Decision**

<b>Registrant</b>	<b>Clíodhna Fox</b>
<b>Registration number</b>	<b>7012455</b>
<b>Part of Register</b>	<b>Part 2 – Domiciliary Care Worker</b>
<b>Sanction</b>	<b>Warning to remain on your registration for a period of 2 years</b>
<b>Date of Effect</b>	<b>15<sup>th</sup> September 2022</b>

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 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**

Whilst being registered as a Domiciliary Care Worker and employed by MPA Recruitment:

- Between 28<sup>th</sup> January 2022 and 12<sup>th</sup> February 2022 you submitted three fraudulent timesheets for payment of shifts not worked for your own financial gain to the sum of approximately £369.87.

**Reasons**

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

- 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 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;
- 2.7 Honouring work commitments, agreements and arrangements and, when it is not possible to do so, explaining why to service users and carers;
- 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 2 years.

### **Reasons for the Sanction**

When reaching its decision the Council considered the following factors:

Aggravating factors:

- You claimed for and accepted payment for work you knowingly did not complete.
- You submitted three fraudulent timesheets over a 15 day period.
- You initially denied the allegations to your employer.
- Your actions were dishonest.
- Your behaviour has demonstrated a serious disregard for the NISCC Standards of Conduct and Practice.

Mitigating factors:


- You made admissions and engaged with both the employer disciplinary process and Council investigation.
- 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 no previous record of misconduct with the Council.
- You have repaid the money in full.

### **Consent**

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 14<sup>th</sup> September 2022. A record of the warning has been placed on your entry in the Register for a period of 2 years and does not affect your ability to practise.

### **Date of Effect**

This warning comes into effect on 15<sup>th</sup> September 2022.



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Head of Fitness to Practise

15/09/22

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Date