

**Notice of Decision**

<b>Registrant</b>	<b>Charity Mandebvu</b>
<b>Registration number</b>	<b>2028186</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 two years</b>
<b>Date of Effect</b>	<b>14<sup>th</sup> December 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 a conviction in the UK for a criminal offence, 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 two years.

**Conviction**

That whilst being registered as a Domiciliary Care Worker you were convicted on 19<sup>th</sup> March 2021 of the following offence at the Magistrates' Court:

- a. On the 20<sup>th</sup> January 2020, you stole goods to the value of £271.84 contrary to Section 1 of the Theft Act (Northern Ireland) 1969 for which you received a fine.

**Reasons**

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

- The public has the right to expect that social care workers, in whom they place their trust and confidence, uphold the law and do not engage in offending behaviour or otherwise behave in a way in work or outside work which would call into question their suitability to work in social care services.
- 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;
- 2.11 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 two years.

### **Reasons for the Sanction**

When reaching its decision the Council considered the following factors:

Aggravating factors:

- Your actions were dishonest and had the potential to bring the reputation of the social care workforce into disrepute;
- Lack of insight or remorse for your actions.

Mitigating factors:

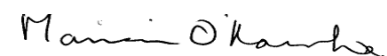
- The incident occurred outside of work and did not cause direct or indirect harm to service users;
- No repetition of behaviour since incident;
- Length of time since the incident;
- Relevant and appropriate reference provided.

### **Consent**

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 7<sup>th</sup> December 2022. A record of the warning has been placed on your entry in the Register for a period of two years and does not affect your ability to practise.

### **Date of Effect**

This warning comes into effect on 14<sup>th</sup> December 2022.



14<sup>th</sup> December 2022

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Director of Regulation and Standards

Date