

Notice of Decision

Registrant	Pamela Killops
Registration number	7002344
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of two years
Date of Effect	3 January 2023

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 two years.

Misconduct

That, whilst registered as a social care worker:

- a. On various dates between 1 August 2022-15 August 2022, you changed reduced stickers on meat products at Eurospar, 11 Brownstown Road, Portadown BT62 4EB, placing these on more expensive items and then only making payment at the reduced price;
- b. You were dishonest in your initial explanation to your employer, suggesting that a bank card issue had resulted in the payment not being processed.
- c. You denied to your employer that there had been any involvement by the police and you failed to declare that you had been spoken to by the police in regard to a. above.
- d. You initially stated to your employer that your actions at a. had occurred on just one occasion, but you subsequently admitted there had been 2-3 separate occasions in regard to a. above.
- e. You failed to bring this matter to the attention of the NI Social Care Council at the earliest opportunity.

Reasons

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

- Service users have the right to expect that social care workers, in whom they place their trust, will uphold the law. Whilst your misconduct occurred outside of your employment; by acting dishonestly, you have called into question your suitability to remain on the NISCC Register for social care workers.

- 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:

NISCC Standards of Conduct

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:

Standard 2.1 Being honest and trustworthy;

Standard 2.2 Communicating in an appropriate, open, accurate and straightforward way;

Standard 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:

Standard 5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services;

Standard 6

As a social care worker, you must be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills.

This includes:

Standard 6.5 Informing your employer or the appropriate authority in a timely manner about any personal difficulties that might affect your ability to do your job competently and safely;

Standard 6.6. Informing the Social Care Council and any employers you work for at the first reasonable opportunity if your fitness to practise has been called into question. This includes ill health that affects your ability to practise, criminal convictions, disciplinary proceedings and findings of other regulatory bodies or organisations.

NISCC Standards of Practice

Standard 6

As a social care worker, you must develop yourself as a social care worker.

This includes:

Standard 6.1 Being aware of relevant standards that relate to your work role.

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:

- Your misconduct was not an isolated incident, in that it occurred on several occasions;
- Your actions, as set out at 1. a were dishonest;
- You provided an inconsistent account to your then employer which was a further dishonest act, as set out at 1. b, c and d;
- You failed to bring the matter to the attention of the NI Social Care Council in a timely manner;
- Whilst you appeared very remorseful on a personal level, you demonstrated limited insight into the impact of your behaviour in regard to your NISCC registration as a social care worker;
- Your actions constituted a serious breach of the NISCC Standards of Conduct and Practice.

The following mitigating circumstances were taken into account in reaching this decision:

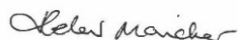
- Your misconduct occurred outside of your employment and there are no concerns about your social care work;
- This is the first time your fitness to practise has been called into question, and you have a previous good record in relation to your work history and character;
- No prosecution resulted. On 28.9.22, the PSNI confirmed the matter had been disposed of by way of a Community Resolution Notice and you have provided a copy of the Notice to the Council;
- You engaged with your employer's investigation/disciplinary processes, making admissions at the disciplinary hearing;
- You have engaged with the Council throughout the Fitness to Practise investigation;
- You have expressed genuine regret and apologised for your actions;
- You submitted a detailed account to the Council citing difficult personal circumstances around the time of your misconduct;
- There has been no repetition of your behaviour since the incidents.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 27.12.22. 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 3 January 2023



Head of Fitness to Practise

3rd January 2023

Date