

Notice of Decision

Registrant	Glenn Mark Walker
Registration number	7006286
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	17 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 the Caution you have received from the Police Service of Northern Ireland, as defined in Part 1, Rule 4 (1)(d) 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.

Caution

That whilst being registered as a social care worker and employed as a care assistant with Ann's Nursing Care:

- a. On the 26 January 2020 you tapped Service User A with an empty Lucozade bottle on two occasions;
- b. Due to (a) above, a Caution for Common Assault x2 was administered to you by the Police Service of Northern Ireland, on 04 August 2022.

Reasons

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

- Your actions were inappropriate and physical in nature towards a vulnerable Service User under your care.
- The public has the right to expect that social care workers, in whom it places its trust and confidence, to uphold the law and not to engage in offending behaviour nor 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 and Practice for Social Care Workers that your behaviour has breached, are as follows:

1. As a social care worker, you must protect the rights and promote the interests and wellbeing of service users and carers:

This includes:

1.2 Treating people with consideration, respect and compassion;

5. As a social care worker, you must uphold public trust and confidence in social care services. In particular you must not:

In particular you must not:

5.1 Abuse, neglect or harm service users, carers or colleagues;

5.7 Put yourself or other people at unnecessary risk;

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

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:

6.1 Meeting relevant standards of practice and working in a lawful, safe and effective way.

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 whilst on duty and directly affected a service user.
- You have failed to demonstrate any remorse or insight for your actions.
- Your actions were capable of undermining public confidence in the social care profession.
- You admitted to the offence of common assault x2 and accepted a Police Caution on 04 August 2022.
- 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 have no previous record of misconduct with the Council.
- There is no evidence of physical injury to the service user.
- There has been no repetition of this behaviour since the matter was brought to the Council's attention.

Date of Effect

This warning comes into effect on 17 January 2023.

Mansi Okafor

Director of Regulation & Standards

17.01.2023

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.