

### Notice of Decision

<b>Registrant</b>	<b>Miss Courtney McMullan</b>
<b>Registration number</b>	<b>7004121</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 four years</b>
<b>Date of Effect</b>	<b>4<sup>th</sup> July 2023</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 four years.

#### MISCONDUCT

That whilst being registered as a social care worker, and whilst employed as a Domiciliary Care Worker at the Southern Health and Social Care Trust (SHSCT):

- a. Between May 2020 and November 2021, on 32 occasions you claimed for and received payment for 1595.8 miles for journeys not undertaken;
- b. Between January 2020 and December 2021, on 17 occasions you overinflated mileage claims, receiving payment for 1852.2 miles not travelled. These amounted to the sum of approximately £1927.52.

#### Reasons

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

- Your actions were dishonest.
- Your actions occurred on multiple occasions over a prolonged period of approximately 2 years.
- 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;
- 2.6 Being reliable and dependable;
- 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 four years.

## Reasons for the Sanction

When reaching its decision the Council considered the following factors:

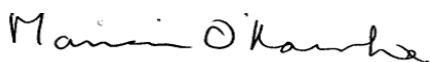
- Your actions occurred on multiple occasions over a prolonged period of approximately 2 years.
- You claimed for and were paid for 32 journeys you did not undertake and you overinflated 17 mileage claims, receiving payment for 1852.2 miles not travelled.
- Your actions were dishonest.
- You are unable to provide an explanation for the inaccuracies in your mileage claims.
- Your actions have the potential to bring the profession into disrepute.
- Your behaviour has demonstrated a serious disregard for the NISCC Standards of Conduct and Practice.
- You have repaid the money to the Trust.
- You have engaged with the Council.
- You do not deny the inaccuracies and have provided a limited account of your actions to the Council.
- You have no previous record of misconduct with the Council.
- You have apologised to the Trust and the Council for your actions and accept responsibility for your actions.

## Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 3<sup>rd</sup> July 2023. A record of the warning has been placed on your entry in the Register for a period of four years and does not affect your ability to practise.

## Date of Effect

This warning comes into effect on 4<sup>th</sup> July 2023.



4<sup>th</sup> July 2023

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Director of Regulation and Standards

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Date