

Notice of Decision

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| Registrant | Zeed Kristian Alfar |
| Registration number | 7011317 |
| Part of Register | Part 2 – Adult Residential Care Worker |
| Sanction | Warning to remain on your registration for a period of 2 years |
| Date of Effect | 09th August 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 Practice is impaired by reason of the Conviction you have received from the Magistrates' Court, and your Misconduct in not declaring the matters at the earliest opportunity, as defined in Part 1, Rule 4(1)(d) of the NISCC Fitness to Practice (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.

Conviction

- That whilst being registered as a social care worker, you were convicted of the Possession of a Class B Controlled Drug, namely Cannabis, at Craigavon Magistrates' Court on 17th February 2021. AND

Misconduct

- Following your conviction in February 2021, you subsequently failed to disclose your conviction to the Northern Ireland Social Care Council at the first reasonable opportunity; and you additionally failed to disclose this conviction to the Southern Regional College, where you were enrolled on a social care education course.

Reasons

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

Impairment by way of your Conviction

- Your involvement in the possession of cannabis is inappropriate conduct for a registered social care worker.

- You had previously received a Caution for possession of cannabis in February 2020. You subsequently repeated the same offending behaviour around November 2020, which is within a short period of time.
- Prior to your conviction, you had previously offered the Council assurances that you were not involved with cannabis. Despite these assurances, you were subsequently convicted of an offence for cannabis possession.
- The public has the right to expect that social care workers, in whom it places its trust and confidence, will not 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.

Misconduct by virtue of your failure to disclosure your conviction

- You were required to disclose your conviction to the Council, but you failed to do so.
- You did not disclose your conviction to the Council at the earliest opportunity, or at the time of your conviction.
- You did not disclose the conviction to the Southern Regional college, which you were required to do so as part of their requirements on students.

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 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 of 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:

- 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.

The Standards of Practice for Social Care Workers that your behaviour has breached are as follows:

Standard 6: As a social care worker, you must develop yourself as a social care worker. This includes:

- 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:

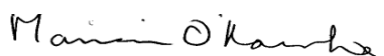
- It is most inappropriate that a registered social care worker would be involved in the possession of cannabis.
- The conviction represents a second offence for the same matter within a relatively short period of time.
- You had previously assured the Council that you were not involved with cannabis prior to your conviction.
- You failed to disclose your conviction to the Council at the earliest opportunity as you are required to do.
- You failed to disclose the conviction to the Southern Regional College where you were enrolled on a social care educational course, as you were required to do.
- The Southern Regional College had concerns about your openness following your failure to disclose the matter to them.
- Your behaviour constitutes a disregard for the Standards of Conduct and Practice for Social Care Workers.
- The general public expect that social care workers will act appropriately at all times, in their out of work actions; and in meeting their requirements to the Council, and any institution where you are enrolled as a student.
- Your actions are capable of undermining public confidence in the social care profession.

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

- You cooperated fully with the Council's investigation at all stages.
- You self-declared the matter to the Council in September 2022, following your meetings with the Southern Regional College.
- You voluntarily provided your Enhanced Access NI Disclosure Certificate to the Council.
- The misconduct does not involve any service users; and there are no concerns about your delivery of care within your social care work.
- You made admissions as to your misconduct, and you have shown remorse for your actions.
- You have completed detailed reflective work with the Council.
- Your reflective work demonstrates insight into your actions, and you have offered the Council new assurances as to your future conduct.

Date of Effect

This warning comes into effect on 09th August 2023. 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 practice.



Marian O'Rourke
Director of Regulation and Standards

Date 09/08/2023