

Notice of Decision

Registrant	Chloe Owens
Registration number	7002852
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	11th December 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 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 being a registered as a social care worker, and whilst employed by MPA Healthcare Recruitment as a support worker:

- a. You submitted an incorrect timesheet, dated 14th November 2021. In doing so, you were seeking payment for a 6.5 hour shift on 09th November 2021, which you did not work.
- b. Your actions were dishonest in that you did not work this shift; and that the timesheet approver's signature upon this timesheet was not genuine.

Reasons

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

- Your actions were dishonest, in that you did not work this shift.
- Your submission of the timesheet was additionally dishonest in that the approver's signature upon that timesheet was not a genuine signature.
- Your actions were fraudulent in that you wilfully submitted the timesheet for financial gain, despite not working the shift as claimed.
- You exploited a colleague, by claiming that they had signed the timesheet, when in fact they had not.

- 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.

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 the 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:

- 5.2 Exploit service users, carers or colleagues in any way.
- 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:

- 6.12 Cooperating with any investigation or formal enquiry into your conduct, the conduct of others, or the care or services provided to a service user where appropriate.

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:

- You submitted a claim for a shift you did not complete.
- The timesheet bears a false signature.
- You exploited a staff member by claiming that she had signed the timesheet, when in fact she had not.
- Your actions were dishonest.

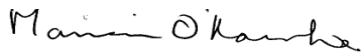
- You failed to engage in the MPA Healthcare Recruitment disciplinary process, following their initial investigatory meeting with you.
- The general public expect that social care workers will act appropriately at all times, and that they will not submit timesheets for shifts they did not do.
- Your 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 claimed for a single 6.5 hour shift.
- There is a single timesheet of concern; which we have treated as an isolated instance of misconduct.
- You have no previous record of misconduct with the Council, nor has your fitness to practise been called into question in the past.
- There has been no repetition of any incidents of misconduct, since these matters came to the Council's attention.

Date of Effect

This warning comes into effect on 11th December 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 11/12/2023