

Notice of Decision

Registrant	Miss Geraldine Fearon
Registration number	6021610
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 2 years
Date of Effect	17th January 2024

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 two 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 (“Trust”):

- Whilst receiving Occupational Sick Pay and Statutory Sick Pay, you undertook work for Enable Care Services Ltd during the periods; 15 April 2022, 11 May 2022 – 26 May 2022, 01 June 2022 – 28 June 2022 and 26 July 2022 – 31 July 2022 for your own financial gain to the sum of £4,328.68.

Reasons

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

- Your actions were dishonest;
- Your actions were fraudulent in respect of claiming Occupational Sick Pay and Statutory Sick Pay from the Trust whilst also working for Enable Care Services Ltd;
- Your actions occurred on multiple occasions over a prolonged period of approximately 3 months;
- 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;
2.11 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 two years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

Aggravating factors:

- Your actions were dishonest.
- The amount of monies fraudulently received was of a significant value, obtained over a prolonged period.
- You have failed to engage in the Council's investigation.
- You have not demonstrated any insight or remorse for your actions.
- You have demonstrated a serious disregard for the NISCC Standards of Conduct and Practice.

Mitigating factors:

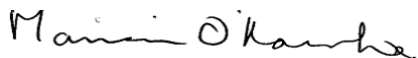
- You have engaged with the Trust's investigation and admitted your behavior to the Trust.
- You have previously had a good employment history and character.
- You have repaid the money to the Trust.
- You have no previous record of misconduct with the Council.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 16 January 2024. 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 17 January 2024.



Director of Regulation and Standards

17th January 2024

Date