

Notice of Decision

Registrant	Hollie Jack
Registration number	6040565
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 4 years
Date of Effect	18 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 (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 4 years.

Misconduct

That whilst being registered as a social care worker, and whilst employed as a Care Assistant with First Choice Recruitment:

1. On 18 August 2023 you supplied Bond Healthcare with a false email address belonging to you, but purporting to belong to your then employer First Choice Recruitment, with the intention that Bond Healthcare would use the false email address to request a reference.
2. You created and returned a reference to Bond Healthcare, claiming to have been completed by Chloe King of First Choice Recruitment, dated 22 August 2023. First Choice Recruitment has confirmed that Chloe King is not an employee.
3. You completed a Healthcare Application form for employment with MPA Recruitment dated 06 December 2023 and deliberately failed to declare First Choice Recruitment as your most recent post.
4. Your actions at points 1-3 above were dishonest.

Reasons

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

- Your behaviour was deliberate and premeditated.
- Your actions were dishonest.
- 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.

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 4 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your actions were not an isolated incident and you were dishonest on a number of occasions.
- Your actions were deliberate and premeditated.
- Your actions are capable of undermining public confidence in the social care profession.
- 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:

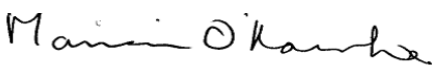
- You have no previous record of misconduct with the Council.
- You have engaged with the Council's investigation and provided an explanation for your actions.
- No evidence of direct or indirect harm to service users.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 17 January 2024. A record of the warning has been placed on your entry in the Register for a period of 4 years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 18 January 2024.



Director of Regulation & Standards

18th January 2024

Date