

### Notice of Decision

<b>Registrant</b>	<b>Lindsey Moore</b>
<b>Registration number</b>	<b>6042405</b>
<b>Part of Register</b>	<b>Part 2 – Adult Residential Care Worker</b>
<b>Sanction</b>	Warning to remain on your registration for a period of two years
<b>Date of Effect</b>	20 March 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 two years.

#### Misconduct

That, whilst being registered as a social care worker, and whilst employed by MPA Recruitment:

- You physically assaulted a work colleague, whilst attending a social event on 25 November 2023.

#### Reasons

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

- The public, including your work colleagues have the right to expect that social care workers do not engage in offending behaviour nor otherwise behave in a way, in work, or outside work, which would call into question their suitability to work in social care services.
- Your actions were inappropriate, unprovoked, aggressive and physical in nature.
- 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:

## **NISCC Standards of Conduct**

### **Standard 5**

**As a social care worker, you must uphold public trust and confidence in social care services.**

**In particular you must not:**

**Standard 5.1** Abuse, neglect or harm service users, carers or colleagues;

**Standard 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:

1. By your own admission, direct harm was caused to your colleague as a result of your actions.
2. The nature of your assault suggests recklessness, with an aggressive act causing significant injury to your colleague.
3. Your placement per MPA with the Northern HSCT was ended with immediate effect as a result of your actions.
4. You have demonstrated a serious disregard for the NISCC Standards of Conduct and Practice.
5. 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:

1. Service users were not involved in the incident and there are no concerns about your social care work.
2. You are no longer working in social care.
3. You have engaged with the fitness to practise investigation and have provided your reflective account, expressing remorse and insight in respect of your actions.
4. Your behaviour, whilst serious, appears to have been an isolated incident.
5. 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 14 March 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 20 March 2024.

*Manni Okarha*

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Director of Regulation and Standards

20 March 2024

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Date