

Notice of Decision

Registrant	Klarissa Kelly
Registration number	7010193
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	15th April 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 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 three years.

Misconduct

That whilst being registered as a social care worker, and whilst employed by MPA Healthcare Recruitment as a Healthcare Assistant B2:

- a. You submitted an incorrect timesheet, seeking payment for 12 hours, for a shift on 16th July 2023, which you did not work. The timesheet also bears a false signature.
- b. You submitted an incorrect timesheet, seeking payment for 6 hours, for a shift on 17th July 2023, which you did not work. The timesheet also bears a false signature.
- c. You submitted an incorrect timesheet, seeking payment for 11 hours, for a shift on 21st July 2023, on which you had only worked for 6 hours. The timesheet also bears a false signature.
- d. You submitted an incorrect timesheet, seeking payment for 11 hours, for a shift on 22nd July 2023, which you did not work. The timesheet also bears a false signature.
- e. You submitted an incorrect timesheet, seeking payment for 11 hours for a shift on 23rd July 2023, on which you had only worked for 10 hours. The timesheet also bears a false signature.
- Your actions, as set out at a-e above, were dishonest.

Reasons

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

- You submitted multiple timesheets, whereby you did not work all of the hours claimed, or at all.
- Your actions were dishonest, in that you did not work the hours as claimed on your timesheets.
- 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 willfully submitted the timesheet for financial gain, despite not working the hours on the shifts as claimed.
- 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 three years.

Reasons for the Sanction

When reaching its decision, the Council considered the following factors:

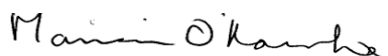
- You submitted multiple timesheets, indicating a pattern of misconduct.
- You sought payment for full, and partial hours of shifts that you did not complete.
- The timesheets bear false names, and/or false signatures.
- Your actions were dishonest.
- You failed to fully engage in the MPA Recruitment disciplinary process, following their initial investigatory meeting with you.
- You did not engage in the Council's investigation into the concerns.
- You have not shown any remorse, nor any insight into your actions.
- The general public expect that social care workers will act appropriately at all times, in that they will not submit falsely completed timesheets; and that they will not claim for any hours that they did not work.
- 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 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 15th April 2024. A record of the warning has been placed on your entry in the Register for a period of three years and does not affect your ability to practise.



Marian O'Rourke
Director of Regulation and Standards

15th April 2024

Date

You have the right to appeal this decision to the Care Tribunal. Any appeal must be lodged in writing within 28 days from the date of this Notice of Decision.