

Notice of Decision

Registrant	Faith Chipepera
Registration number	7031560
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	12 June 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 3 years.

Misconduct

That whilst being registered as a social care worker, and whilst employed as a Care Assistant with Hutchinson Care Homes:

1. On 19 October 2023 you supplied Lucas Love Healthcare with a false email address created by you, but purporting to belong to the Nurse Manager of your then employer Hutchinson Care Homes, with the intention that Lucas Love Healthcare would use the false email address to request a professional reference.
2. You created and returned a professional reference to Lucas Love Healthcare, claiming to have been completed and signed by the Nurse Manager of Hutchinson Care Homes, dated 20 October 2023. The Nurse Manager has confirmed that they did not complete the reference.
3. You completed a Staff Registration Form for employment with Xpress Healthcare dated 26 September 2023 and did not disclose Hutchinson Care Homes as your current employer in 'Relevant Healthcare Employment History'.
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 3 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:

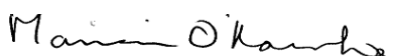
- You have no previous record of misconduct with the Council.
- You engaged in the employer investigation and accepted responsibility for your actions.
- You have engaged with the Council's investigation and provided an explanation for your actions.
- You have demonstrated remorse and regret for your 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 11 June 2024. A record of the warning has been placed on your entry in the Register for a period of 3 years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 12 June 2024.



12th June 2024

Director of Regulation & Standards

Date