

Notice of Decision

Registrant	Dylan Canavan
Registration number	7015960
Part of Register	Part 2 – Supported Living Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	27th September 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 three years.

Misconduct

That whilst being registered as a social care worker, employed by Staff Nursing Limited as a Health Care Assistant, and placed in a social care role with Autism Initiatives:

- a. You electronically submitted an incorrect timesheet, on 3rd January 2024. In doing so, you were seeking payment for a 14-hour shift on 1st January 2024, which you did not work.
- b. Your actions at 'a' above were dishonest.

Reasons

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

- Your actions were dishonest, in that you did not work this shift.
- Your actions were fraudulent in that you willfully submitted the timesheet for financial gain, despite not working the shift as claimed.
- You chose not to engage with Staff Nursing Limited when they sought to recover the money from you; nor did you respond to their offer of a repayment plan.
- 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:

- 5.8 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:

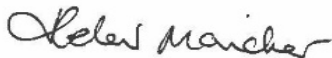
- You submitted a claim for a shift you did not complete.
- Your actions were dishonest.
- You failed to engage with Staff Nursing Limited regarding their attempts to recover the money from you.
- The general public expect that social care workers will act appropriately at all times, and that they will not submit timesheets for a shift they did not do.
- 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:

- There is a single 14-hour shift identified; which we have treated as an isolated instance of misconduct.
- There have been no concerns raised about your treatment of service users.
- 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 27th September 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 practice.



Helen McVicker
Head of Fitness to Practise

Date 27/09/2024

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.