

Notice of Decision

Registrant	Madonna Barr
Registration number	7009750
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of 2 years
Date of Effect	13th March 2025

This is a notice of decision of the Northern Ireland Social Care Council (the Council).

Decision

The Council has decided:

1. that there is sufficient evidence to conclude that there is a realistic prospect 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 **2 years**.

Misconduct

On 1st February 2023, whilst working as a Care Assistant in Oakleaves Care Centre and holding registration with NISCC at that time, you used inappropriately threatening language and aggressive body language towards a Service User with complex needs.

Reasons

This behaviour is considered to constitute impaired fitness to practise because:

- Service Users have the right to expect that the care and support they receive from social care workers, in whom they place their trust, will protect them from harm.
- Service Users have the right to expect that they will be treated with consideration, compassion and respect.
- Your behaviour on this occasion 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 1: Protecting the rights and promote the interests and wellbeing of service users and carers. This includes:

1.2 Treating people with consideration, respect and compassion.

Standard 5: Uphold public trust and confidence in social care services. In particular you must not:

5.1 Abuse, neglect or harm service users, carers or colleagues.

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.

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 2 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your actions on this occasion were capable of undermining public confidence in the social care profession.
- Your behaviour on this occasion demonstrated disregard for the NISCC Standards of Conduct and Practice and your position as a registered person.
- You have failed to engage with the NISCC investigation process.
- You have shown little or no remorse, regret or remediation with regards to this.

The following mitigating circumstances were taken into account in reaching this decision:

- You have no previous record of misconduct with the Council.
- The ASG investigation report confirms that there was no lasting harm caused to SU.
- You engaged appropriately with the ASG investigation, and partially with your employer investigation process.
- You were responding to a difficult situation in a very stressful work environment.

Date of Effect

This warning comes into effect on 13th March 2025. A record of the warning has been placed on your entry in the Register for a period of 2 years and does not affect your ability to practise.

Robert Mander

Co-Director of Regulation and Standards (Interim)

14/03/25

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.