

Notice of Decision

Registrant	Louise Maria Smith
Registration number	6035049
Part of Register	Part 2 -Supported Living Worker
Decision	Warning to remain on registration for a period of 3 years
Date of Effect	28 July 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 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 by Bond Healthcare:

1. Between 20 May 2024 and 02 June 2024, you fraudulently submitted time sheets to your employer in order to receive payment for six shifts which you did not work. Specifically, shifts on 19 May 2024, 23 May 2024, 24 May 2024, 28 May 2024, 29 May 2024 and 30 May 2024. The total amount paid to you for shifts not worked was £765.
2. Your actions at 1 above, were dishonest.

Reasons

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

- As a social care worker, you must uphold public trust and confidence in social care services, this includes being honest and trustworthy. By submitting time sheets for shifts not worked you acted in a manner that was not honest and trustworthy.
- 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
- 2.11 Not engaging in practises 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 work, which would call in to 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 had the potential to bring the profession into disrepute.
- Your behaviour has demonstrated a serious disregard for the NISCC Standards of Conduct and Practice.
- Your actions were dishonest.
- There are multiple instances of submission of timesheets for shifts not worked.
- You did not avail of multiple opportunities to address this issue directly with your employer, and to date you have not made any repayment.

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

- There was no evidence of direct or indirect harm to service users.
- You have engaged with the Council.
- You have stated that you take full responsibility for your actions.
- 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 21st July 2025. 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 28 July 2025.



Helen McVicker
Interim Co-Director of Regulation and Standards

Date 28 July 2025