



## Notice of Decision of the Northern Ireland Social Care Council's Fitness to Practise Committee

**Name:** Arjean Vincent Lombard

**SCR No:** 7001648

**NOTICE IS HEREBY GIVEN THAT** the Fitness to Practise Committee of the Northern Ireland Social Care Council, at its meeting on **30 July 2025**, made the following decision about your registration with the Northern Ireland Social Care Council:

**The Committee found the facts proved;**

**The Committee found that your fitness to practise is impaired by reason of your conviction and your inclusion on a list maintained by the Disclosure and Barring Service;**

**The Committee decided to make an Order for removal of your registration from the Register ('a Removal Order').**

### **Particulars of the Allegation:**

That, whilst being registered as a social care worker under the Health and Personal Social Services Act (Northern Ireland) 2001 (as amended), and whilst employed as a care assistant by Beaumont Care Homes Limited, you:

- |    |   |
|----|---|
| 1. | On 09 October 2024, were convicted at the Magistrates' Court of the following offence:  |
| a. | [You] on a date unknown in January 2023, being an officer on the staff of or otherwise employed in a nursing home, namely Balmoral Care Home, ill-treated [REDACTED], a patient for the time being receiving treatment for mental disorder as an in-patient in the said nursing home, contrary to Article 121 (1) of the Mental Health (Northern Ireland) Order 1986.<br><br>Upon hearing of an appeal at the County Court on 25 October 2024, it was ordered that the appeal be dismissed and that the sentence be affirmed. |
| 2. | On 18 December 2023, the Disclosure and Barring Service included your name in the Adults' Barred List using barring powers as defined in Schedule 1, paragraph 9 of the Safeguarding Vulnerable Groups (Northern Ireland) Order 2007 (SVGO).  |

And your conviction as set out at 1 above shows that your fitness to practise is impaired by reason of your conviction in the United Kingdom for criminal offences as per Rule 4 (1) (d) of the Fitness to Practise (Amendment) Rules 2019.

And on the basis of the decision of the Disclosure and Barring Service, as set out at 2 above, your fitness to practise is impaired by reason of your inclusion on the barred lists maintained by the Disclosure and Barring Service as per Rule 4 (1) (f) of the Fitness to Practise (Amendment) Rules 2019.

## **Procedure**

The hearing was held under the fitness to practise procedure.

## **Preliminary Issues**

The fitness to practise hearing was held remotely by way of video-link. The Registrant was not in attendance and was not represented. The Northern Ireland Social Care Council ('the Council') was represented by Ms Sinead Owens, Solicitor, Directorate of Legal Services.

## **Declarations of Conflict of Interest**

The Chair confirmed with the Committee that none of the Members had any conflict of interest with this case.

## **Service**

Ms Owens told the Committee that the Notice of Hearing and hearing bundle were sent to the Registrant's registered email address on 19 June 2025. An electronic proof of delivery receipt was received on the same date. On 22 July 2025, an Amendment to the Notice of Hearing was sent to the Registrant's registered email address to confirm that the venue of the hearing had changed to be heard remotely. An electronic proof of delivery receipt was received on the same date. There was no communication received from the Registrant.

The Committee received legal advice from the Legal Adviser. He referred the Committee to the requirements as set out in the Northern Ireland Social Care Council's Fitness to Practise (Amendment) Rules 2019 ('the Rules') and, in particular, Rule 3.

The Committee, in all of the circumstances of the case, was satisfied that the Notice of Hearing had been served in accordance with Rule 3 and Paragraph 5 of Schedule 2 of the Rules.

## **Proceeding in the Absence of the Registrant**

Ms Owens made an application to proceed in the absence of the Registrant, under Paragraph 15 of Schedule 2 of the Rules, and submitted that the Committee should hear and determine the case in the Registrant's absence. Ms Owens invited the Committee to conclude that the Registrant's absence was a voluntary waiver of his right to attend.

Ms Owens told the Committee that on 22 July 2025, the Committee Clerk attempted to call the Registrant to confirm if he would be in attendance at the fitness to practise hearing, but received an automated message that stated that the number dialled was not recognised.

Ms Owens noted that there had been no request for an adjournment or for representation to be arranged. She submitted that, in all of the circumstances, it was fair to proceed with the hearing in the Registrant's absence. She further submitted that proceeding in absence was in the public interest, and also was justified to ensure the expeditious disposal of the hearing.

The Committee was mindful that the discretion to proceed in the absence of the Registrant should only be exercised with the utmost care and caution. In considering the application, the Committee sought to satisfy itself that all reasonable efforts had been made to notify the Registrant of the hearing, and accepted the advice of the Legal Adviser. He referred the Committee to the cases of R v Jones and GMC v Adeogba. He reminded the Committee that in exercising its discretion to proceed in the Registrant's absence, it must have regard to all of the circumstances, with fairness to the Registrant being of prime consideration, although fairness to the Council and the public interest must also be taken into account.

In considering the application to proceed in the absence of the Registrant, the Committee noted the multiple attempts by the Council to contact the Registrant by way of email and telephone call. Taking account of all of the circumstances, the Committee concluded that the Registrant had voluntarily absented himself from attending the hearing. There was no reason to suppose that an adjournment of the hearing would secure the Registrant's attendance at a later date, nor was there any request for such an adjournment or indication that the Registrant was seeking legal representation. In addition, the Committee noted the serious nature of the Particulars of the Allegation faced by the Registrant, and concluded that the public interest was strongly engaged in this case.

For these reasons, the Committee considered that it was fair and appropriate to proceed in the absence of the Registrant.

### **Application to Admit Hearing Bundle**

The Committee accepted the bundle of documents into evidence, and marked it as Exhibit 1.

### **Background**

The Registrant is registered on Part 2 of the Register.

Ms Owens told the Committee that the Registrant had worked as a care assistant with Beaumont Care Homes Limited and was based at their Balmoral View Care Home. She directed the Committee's attention to the Employer Referral Form ('ERF') from the Care Home manager at Balmoral View Care Home, dated 05 February 2023. The ERF states that:

*'The member of staff took the photograph on 17.01.2023 and I was informed on the 03.02.2023 by a member of staff under the Whistleblowing Policy that she had been sent a photograph from a [REDACTED]. The photograph*

*showed an older lady in the bathroom pulling up her underwear However the female residents face was not visible, and the image did not show her private parts.*

*It has been noted that the perpetrator also sent the image to his family member.*

*The incident has been reported under Safeguarding to the Belfast Trust and also to the PSNI.’ [sic]*

Ms Owens drew the Committee’s attention to the Certificate of Conviction within Exhibit 1. She said that the Certificate of Conviction confirms that the Registrant was convicted of a charge of ill-treatment of a patient. Ms Owens said that the Registrant appealed the conviction, but that the conviction was upheld and affirmed at his appeal hearing.

Ms Owens drew the Committee’s attention to the PSNI Case Summary and witness statements held within Exhibit 1. These provided further context to the conviction. She said that the Council noted the confirmation from the PSNI that the photograph did not contain images of the service user’s genital area, and that it was not of a sexually gratifying nature. Ms Owens told the Committee that, on 10 October 2024, the Common Law Police Disclosure (‘CLPD’) Unit confirmed that the Registrant had been convicted on 09 October 2024.

Ms Owens also told the Committee that, on 10 January 2024, the Council had received written confirmation from the Disclosure and Barring Service (‘DBS’) that the Registrant had been added to the Adults’ Barred List, as of 18 December 2023. Ms Owens referred the Committee to the letter from the DBS within Exhibit 1. She highlighted the findings of the DBS to the Committee, namely:

*‘We have considered all the information we hold and are satisfied of the following:*

- In January/ February 2023, whilst working as a Care Assistant at Balmoral Care Home you took a photograph of a elderly service user stood over the toilet with her underwear round her knees and sent the image to another person*

*Having considered this, DBS is satisfied you engaged in relevant conduct in relation to vulnerable adults. This is because you have engaged in conduct which endangered a vulnerable adult or was likely to endanger a vulnerable adult.’ [sic]*

## **Evidence**

Ms Owens told the Committee that there were no admissions of the facts.

Ms Owens referred the Committee to the Certificate of Conviction. She submitted that the Council sought to rely on the certificate as conclusive proof that the Registrant has been convicted of the offence that is set out in the Particulars of the Allegation. Ms Owens told the Committee that the Registrant pleaded guilty on 17 July 2024, and was subsequently sentenced on 09 October 2024. The Registrant received a Community Service Order, for a period of 240 hours, to be completed within 12 months.

Ms Owens referred the Committee to Schedule 2, paragraphs 12 and 13 of the Rules, along with Rule 4 (1) (d). She submitted that the Registrant had appealed his sentence, but that the sentence was upheld on 25 October

2024. She submitted that under the Rules, the Certificate of Conviction is conclusive proof of the conviction and underlying facts. She invited the Committee to find the facts in relation to Particular 1 proved on the balance of probabilities.

Ms Owens also highlighted the letter received from the DBS, dated 10 January 2024, informing the Council that the Registrant was barred from working with vulnerable adults as of 18 December 2023.

Ms Owens submitted that the Committee should place weight on the correspondence from the DBS. She invited the Committee to find that this letter from the DBS was *prima facie* evidence under Rule 12 (6), and that the facts in relation to Particular 2 had been proved on the balance of probabilities.

### **Findings of Fact**

The Legal Adviser reminded the Committee that under Paragraph 12 (5) of Schedule 2 of the Rules, a certificate of conviction issued in any UK Criminal Court '*shall be conclusive proof of the facts or convictions so found*'. He advised the Committee that a registrant could challenge a certificate of conviction if it did not refer to the Registrant, or where the conviction had been challenged successfully on appeal as set out under Paragraph 12 (7) of the Rules. He informed the Committee that it must be satisfied that the Certificate of Conviction in this case was issued by a competent Court of jurisdiction, and that it relates to the Registrant. In the absence of any other evidence, the Committee was entitled to rely on the Certificate of Conviction to establish conclusively that the Registrant was convicted of the offence as set out in the Particulars of the Allegation. The Legal Adviser further referred the Committee to Schedule 2, Paragraph 12 (6) of the Rules, which permits the Committee to view the written notification from the DBS of current barring status as *prima facie* evidence.

The Committee reminded itself that the burden is on the Council to prove the facts as set out in the Particulars of the Allegation, and that to find the facts proved the Committee must be satisfied on the balance of probabilities. This means that for any fact to be found proved, the Committee must be satisfied that it is more likely than not to have occurred.

The Committee took into account the submissions from Ms Owens on behalf of the Council, and had careful regard to all of the documentary evidence submitted. The Committee noted the facts contained in the Certificate of Conviction. The Committee concluded that the Certificate of Conviction is conclusive proof of the conviction, and was satisfied that the Certificate of Conviction relates to the Registrant. The Committee, on the balance of probabilities, found proved the facts contained in Particular 1.

The Committee accepted, as *prima facie* evidence, the written notification from the DBS of the Registrant's current barring status. In addition, the Committee had no evidence that the Registrant is not the individual referred to by the DBS, nor was there evidence of a successful appeal against his inclusion on the DBS list. The Committee was satisfied that this correspondence refers to the Registrant. Taking into account Paragraph 12 (6) of Schedule 2 of the Rules, the Committee was satisfied that the correspondence from the DBS was authentic

and therefore found that, on the balance of probabilities, the facts contained in Particular 2 of the Allegations had been established.

The Committee, therefore, found the facts proved in their entirety.

### **Fitness to Practise**

The Committee proceeded to consider if the Registrant's fitness to practise is impaired. The Committee heard submissions from Ms Owens, who advised that there were no formal admissions from the Registrant in relation to the Particulars of the Allegation. She submitted that the Registrant's conviction and current DBS barred status call into question his ability to work in social care services, and to remain on the Register without restriction or to be registered at all. Ms Owens directed the Committee to the Standards of Conduct and Practice, and invited the Committee to determine that the Registrant's conviction, and the actions which led to his inclusion on the DBS barred list, were in breach of the following Standards: 1, 1.1, 1.2, 1.8, 5, 5.1, 5.8 and 5.9.

Ms Owens submitted that the Registrant's conviction is a relatively recent event, as he was convicted in October 2024. She submitted that his inclusion on the DBS Barred List for vulnerable adults shows that there is a clear and fundamental impairment of his fitness to practise. By being placed on that list, he has been deemed no longer fit to work with vulnerable adults by another Body.

Ms Owens told the Committee that the Registrant's conviction, DBS barring and conduct fall far below the minimum standard expected of a registered social care worker, and call into question his fitness to practise. She said that there was nothing to persuade the Committee that the Registrant's behaviour would not be repeated in the future. There was also no evidence from the Registrant that he has remediated his behaviour. She said that there was limited evidence of regret or remorse from the Registrant, nor was there information to suggest that he would act differently in the future. Ms Owens accepted that the Registrant did co-operate with the police investigation, and that he did plead guilty at Court. In the circumstances, Ms Owens submitted that there remains a future risk of harm to others if the Registrant is allowed to practise without restriction.

Ms Owens submitted that the public interest and confidence in the social care profession would be undermined if a finding of current impairment was not made in these particular circumstances.

The Committee considered the submissions from Ms Owens on behalf of the Council, and had regard to all of the evidence in the case. The Committee accepted the advice of the Legal Adviser. He referred the Committee to the Standards, and advised it to adopt a sequential approach when considering this issue. In particular, he asked it to take into account the nature and content of the criminal conviction against the Registrant, and the reason for his inclusion on the barred list. He reminded the Committee that it was being asked to determine whether the Registrant's fitness to practise is impaired because of this conviction and current DBS status. He referred the Committee to Paragraph 24 of Schedule 2 of the Rules, and the requirements as set out in the case of the GMC v Cohen. He further referred the Committee to the findings of Dame Janet Smith in the fifth Shipman

Report as regards the potential causes of impairment. He also referred the Committee to the cases of GMC v Meadows and CHRE v NMC & Grant.

The Committee considered whether the Registrant's fitness to practise is impaired by reason of his conviction and inclusion on a list maintained by the DBS, as set out in the Particulars of the Allegation.

The Committee, in considering the issue of impairment of fitness to practise, took account of Paragraph 24 (3) of Schedule 2 of the Rules which states that it should have regard to:

- (a) whether it is satisfied as to the reason for the alleged impairment of fitness to practise;
- (b) the Standards of Conduct and Practice issued by the Council under Section 9 of the Act;
- (c) whether the impairment is capable of remediation;
- (d) whether the impairment has been remediated;
- (e) the risk of repetition; and
- (f) the public interest.

The Committee had regard to the Standards and the Council guidance titled 'Making a Determination of Impaired Fitness to Practise: Guidance for Committees on Remediation'. The Committee was satisfied that the Registrant's actions were in breach of the following Standards of Conduct:

**Standard 1: As a social care worker, you must protect the rights and promote the interests and wellbeing of service users and carers. This includes:**

- 1.1 Treating each person as an individual;
- 1.2 Treating people with consideration, respect and compassion; and
- 1.8 Respecting and maintaining the dignity and privacy of service users.

**Standard 5: As a social care worker, you must 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 work, which would call into question your suitability to work in social care services; or
- 5.9 Use social media or social networking sites or other forms of electronic communication in a way that contravenes professional boundaries, organisational guidelines or NISCC standards.

The Committee was satisfied that the Registrant's actions, whereby he has been convicted of ill-treatment of a service user, received a 240-hour Community Service Order and been placed on the DBS Barred List as a result, was a serious departure from the standards of behaviour and conduct of a registered social care worker.

The Committee was of the view that the Registrant's conduct was difficult but not impossible to remediate. The Committee was concerned that the Registrant's behaviour displayed attitudinal issues. In order to remedy these

behaviours, the Registrant would have needed to have placed detailed and comprehensive evidence touching upon his insight and remediation before the Committee. In this instance, the Committee did not have any evidence from the Registrant in this regard. It had no information or evidence from the Registrant as regards any action which he has taken to remediate his behaviour. There was some evidence of insight in that the Registrant pleaded guilty and co-operated with police during the criminal investigations. However, the Committee considered that the Registrant's insight was very limited. There was no other evidence of insight to demonstrate the Registrant's appreciation of the seriousness of his actions, and the likely consequences which his actions would have had on the vulnerable service user that he ill-treated. As a result, the Committee was of the view that there is a high risk of repetition.

The Committee concluded that the Registrant's conviction for ill-treatment of a service user and DBS barred status brings the social care profession into disrepute, and that the public would find it totally unacceptable, and would be dismayed, if a finding of current impairment was not made in these circumstances. The Committee concluded that a finding of impaired fitness to practise was, therefore, necessary for the maintenance of public confidence in the social care profession and the Council as its regulator, and that public confidence in the social care profession would be undermined if a finding of impaired fitness to practise was not made.

Therefore, the Committee concluded that the Registrant's fitness to practise is currently impaired by reason of his criminal conviction and inclusion on the DBS Barred List.

## **Sanction**

In reaching its decision on sanction, the Committee considered the submission of Ms Owens on behalf of the Council, and had regard to all of the evidence in this case. Ms Owens referred the Committee to mitigating factors, and advised that the Registrant had no previous referrals to the Council, it was an isolated incident, he co-operated with the police investigation by making early admissions in the criminal investigation and pleaded guilty at Court.

As regards aggravating factors, Ms Owens submitted that the Registrant's conviction was directly related to his role as a social care worker and that he has received a serious conviction for the ill-treatment of a vulnerable, elderly service user in his care, which is a very serious matter. Further, she said that it was a serious departure from the Standards and that there is a lack of insight, remorse or remediation. Finally, the Registrant has been placed on the Adults' Barred List, meaning that it would be a criminal offence for him to work in social care with adults.

Ms Owens suggested that the Registrant's actions are fundamentally incompatible with remaining on the Register. She submitted that a sanction must be appropriate and fair and that imposing no sanction, a warning or a Conditions of Practice Order would not be sufficient to protect the public or be appropriate. She noted that the Registrant has failed to engage with the Council and the hearing process. She referred the Committee to the Northern Ireland Social Care Council Indicative Sanctions and Use of Interim Orders: Guidance Fitness to



Practise Committees ('the Guidance'), and suggested that the sanction of a Removal Order should be considered.

The Committee accepted the advice of the Legal Adviser. He referred the Committee to the Guidance, and reminded the Committee to consider the question of sanction in ascending order of severity, paying particular attention to the issue of proportionality.

The Legal Adviser referred the Committee to Paragraph 26 of Schedule 2 of the Rules which provides that, upon a finding of impairment of fitness to practise, the Committee may:

- (a) impose no sanction; or
- (b) warn the Registrant and direct that a record of the warning should be placed on the Registrant's entry in the Register for a specified period of up to 5 years; or
- (c) make a Conditions of Practice Order for a specified period not exceeding 3 years; or
- (d) make an Order suspending the Registrant's registration for a specified period not exceeding 2 years (a 'Suspension Order'); or
- (e) make an Order for removal of the Registrant's registration from the Register ('a Removal Order').

He further reminded the Committee that in deciding which sanction to impose, the Committee should take into account:

- (a) the seriousness of the Particulars of the Allegation;
- (b) the degree to which the Registrant has fallen short of any expected standards;
- (c) the protection of the public;
- (d) the public interest in maintaining confidence in social care services; and
- (e) the issue of proportionality.

The Committee applied the principles of fairness and proportionality, weighing the public interest with the Registrant's interests, and taking into account the mitigating and aggravating factors in the case. The public interest includes the protection of members of the public including service users, the maintenance of public confidence in the profession and the declaring and upholding of proper standards of conduct and behaviour within the profession. The Committee took into account its powers under Paragraph 26 of Schedule 2 of the Rules in relation to the sanctions available to it, and also had regard to the Guidance, bearing in mind that the decision on sanction is one for its own independent judgement.

The Committee recognised that the purpose of sanction is not to be punitive, although a sanction may have a punitive effect. The Committee considered the aggravating and mitigating factors in this case.

The Committee considered the mitigating factors to be:

- There have been no previous referrals;
- The Registrant made early admissions during police interview;

- The Registrant pleaded guilty at Court; and
- This was an isolated incident.

The Committee considered the aggravating factors to be:

- The offence occurred in work;
- The offence involved a vulnerable service user in his care;
- The conviction received was serious;
- The Registrant's behaviour was a serious disregard for the Standards;
- There was a lack of insight, remorse or remediation shown by the Registrant; and
- The Registrant has been barred from working with adults by the DBS.

Having balanced the aggravating and mitigating factors, and having taken into account the interests of public protection and the public interest, the Committee proceeded to consider which sanction to apply in this case.

**No sanction** - the Committee had no doubt that it would be entirely inappropriate to impose no sanction in this case. To impose no sanction would be inappropriate in view of the seriousness of the case and would not protect the public or address the public interest.

**Warning** – the Committee considered whether to impose a Warning. Having regard to its previous findings, the Committee considered that such a step would be inadequate to protect the public, and would fail to uphold the public interest. The Committee considered that the Registrant's conviction is not at the lower end of the spectrum, and that a Warning would not address the risk of repetition.

**Conditions of Practice Order** – the Committee next considered a Conditions of Practice Order. The Registrant's conviction for ill-treatment of a vulnerable service user in his care is not something which could be addressed through re-training or conditions. The Registrant did not attend the hearing, and the Committee has no evidence as to whether or not he would agree to any conditions, if imposed. Furthermore, the Committee concluded that a Conditions of Practice Order would be insufficient to protect the public and uphold the public interest, given the seriousness of the Registrant's departure from the standards expected of a registered social care worker. As the Registrant is on the DBS Adults' Barred List, he could not work with adults in social care and to do so would amount to a criminal offence. As a result, the Committee could not formulate workable, enforceable or verifiable conditions which would address the Registrant's behaviour, adequately protect the public and address the wider public interest.

**Suspension Order** – the Committee next considered a Suspension Order. The Committee noted that it had made findings that the Registrant's conduct was of the utmost seriousness and fell far below the standards to be expected of a registered social care worker. The Committee also noted that the Registrant is on the Adults' Barred List, preventing him from working with vulnerable adults.

The Committee carefully considered the issue of proportionality, and whether suspension would address the concerns which it had identified. The Committee noted paragraph 4.19 of the Guidance which states:

*4.19 Suspension from the Register may be an appropriate sanction for impairment which while very serious, is not so serious as to justify removal from the Register; for example, where there has been an acknowledgment of failings and where a Committee is satisfied that the behaviour is unlikely to be repeated, and the Registrant has no psychological or other difficulties preventing them from understanding and seeking to remedy the failings and the failings are realistically capable of being remedied, then suspension may be appropriate.*

The Committee had no evidence before it that the Registrant acknowledges his failings in so far as they impact on his registration as a social care worker. The Registrant has demonstrated only the most limited insight, and has provided no evidence of remorse or remediation and, therefore, the Committee had earlier determined that there is a high risk of repetition in the future.

The Committee concluded that a Suspension Order would be insufficient to protect the public and to address the seriousness of the Registrant's criminal conviction, and would not meet the high public interest, taking into account that the Registrant has been placed on the DBS Adults' Barred List.

**Removal Order** – the Committee, therefore, decided to impose a Removal Order. The Committee took into account the Guidance at Paragraphs 4.26 – 4.28. In particular, the Committee paid careful regard to Paragraph 4.26 which states:

*This is the most serious sanction which a Committee can impose. A Removal Order is likely to be appropriate when the Registrant's behaviour is fundamentally incompatible with being a social care worker. Removal should be used where there is no other way to protect the public, for example, where there is a lack of insight, continuing problems and a pattern of unacceptable behaviour or denial, where there is no evidence that there is likely to be satisfactory remediation and where confidence in the social care profession would be undermined by allowing the Registrant to remain on the Register.*

It concluded that given the seriousness of the Registrant's criminal conviction and inclusion on the DBS Adults' Barred List, a Removal Order was the only appropriate sanction to protect the public and to maintain public confidence in the social care profession and the Council as its regulator. The Registrant's actions constitute a very serious departure from the professional standards. The Committee determined that the Registrant's criminal behaviour and his inclusion on the DBS Adults' Barred List identify him as being unfit to be a member of a caring and responsible profession.

The Committee was satisfied that the Registrant's conviction is so serious that it is fundamentally incompatible with continued registration. Public confidence in the Council and in social care services would be undermined if a social care worker who was convicted of such a serious offence and, as a result was barred from working with vulnerable adults, was permitted to remain on the Register. The Committee considered that a sanction short of a Removal Order would fail to declare and uphold proper standards of conduct and behaviour.

The Committee did take into account the impact of a Removal Order on the Registrant. However, balancing all of the factors in this case, and after taking into account all the evidence, the Committee determined that the appropriate and proportionate sanction is that of a Removal Order. Having regard to the effect of the Registrant's actions in bringing the profession into disrepute by adversely affecting the public's view of how a registered social care worker should conduct himself, the Committee concluded that nothing short of this would be sufficient.

For these reasons, the Committee imposed a Removal Order and decided, with immediate effect, to revoke the Interim Suspension Order, to which the Registrant has been subject until this hearing.

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**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.**

**You should note that the Fitness to Practise Committee's decision takes effect from the date upon which it was made.**

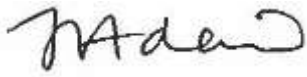
The effect of this decision is that your entry in the Register has been removed.

You are prohibited from working as a social care worker in any of the following positions:

1. A member of care staff at a:
  - a.) Children's home;
  - b.) Residential care home;
  - c.) Nursing home;
  - d.) Day care setting;
  - e.) Residential family centre.
2. A person who is supplied by a domiciliary care agency to provide personal care in their own homes for persons who by reason of illness, infirmity or disability are unable to provide it for themselves without assistance.
3. A manager of a:
  - a.) Residential care home;
  - b.) Day care setting;
  - c.) Residential family care centre; or
  - d.) Domiciliary care agency.

It is **compulsory** for the above social care workers to be registered with the Northern Ireland Social Care Council in order to work. This is pursuant to the Northern Ireland Social Care Council (Social Care Workers Prohibition) and Fitness of Workers Regulations (Northern Ireland) 2013 and the Northern Ireland Social Care Council (Social Care Workers Prohibition) and Fitness of Workers (Amendment) Regulations (Northern Ireland) 2017.

In accordance with Schedule 3, Paragraph 9 of the NISCC Fitness to Practise Rules, you may not apply to be restored to the Register within five years from the date of removal. This does not affect your right to appeal the Committee's decision to the Care Tribunal. You are prohibited from working in a social care role until a successful application for restoration onto the Register has been made to the Council.



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Hearings Officer  
(Clerk to the Fitness to Practise Committee)

31 July 2025

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Date