

## Notice of Decision

<b>Registrant</b>	<b>Nemira Novikiene</b>
<b>Registration number</b>	<b>2075018</b>
<b>Part of Register</b>	<b>Part 2 – Adult Residential Care Worker</b>
<b>Sanction</b>	<b>Warning to remain on your registration for a period of 2 years</b>
<b>Date of Effect</b>	<b>9 September 2025</b>

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 of 2 years.

### MISCONDUCT

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 at Ann's Care Home, Dungannon:

- a. On 9 February 2025, you placed 3 boxes of nitrile gloves and one stack of paper towels, which belonged to your employer, into your personal bag, with the intention of removing them from your workplace. Your employer detected your actions before you left the workplace, and the items were recovered. You did not have lawful reason or permission to take the items.
- b. Your actions at (a) above were dishonest.

And your actions as set out at (a) and (b) above show that your fitness to practise is impaired by reason of your misconduct.

### Reasons

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

- Your actions were dishonest.
- 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 of 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 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:

Standard 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 **two years**.

### **Reasons for the Sanction**

When reaching its decision, the Council considered the following aggravating factors:

- Your actions were dishonest.
- You breached the trust of your employer.
- The public interest is engaged as your actions had the potential to bring the profession into disrepute.
- You have demonstrated limited insight in regard to your misconduct which occurred whilst you were employed as a registered social care worker.
- 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 NISCC.
- No service users were impacted by your misconduct.
- You engaged with your employer's investigation/disciplinary process, and made early admissions in regard to your misconduct.
- You had a previously clear record of long service in your social care role.

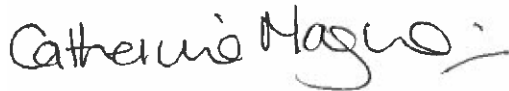
- You have engaged with the Council's investigation and provided your reflective account, expressing your regret for your misconduct.

### **Consent**

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 4<sup>th</sup> September 2025. A record of the warning has been placed on your entry in the Register for a period of two years and does not affect your ability to practise.

### **Date of Effect**

This warning comes into effect on 9 September 2025.



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Co-Director of Regulation and Standards (Interim)

9 September 2025

Date