

Notice of Decision

Registrant	Jamie Thomas William West
Registration number	7025607
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of three years
Date of Effect	18 December 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 of three years.

MISCONDUCT

That, whilst registered as a Social Care Worker, under the Health and Personal Social Services Act (Northern Ireland) 2001 (as amended), and whilst employed by Conway Group Healthcare/Brooklands as a Care Assistant, you, on or about 29 January 2025:

- a. Attended Service User A on your own, when the Service User concerned required the assistance of 2 people to be safely repositioned.
- b. Fraudulently recorded the signature of a colleague who was not present, in an attempt to conceal your actions at a above.
- c. Lied to your manager during an investigation meeting.
- d. And your actions at b and c above were dishonest.

Reasons

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

- 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. By failing to adhere to Service User A's care plan, you failed in your duty of care and placed the service user at risk of harm.
- Your actions, in relation to completing records, were dishonest.
- Your actions call into question your 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 1

Protect the rights and promote the interests and wellbeing of service users and carers.

This includes:

Standard 1.2 Treating people with consideration, respect and compassion;

Standard 2

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:

Standard 5.7 Put yourself or other people at unnecessary risk;

Standard 5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services.

Standard 6

Be accountable for the quality of your work and take responsibility for maintaining and

Improving your knowledge and skills.

This includes:

Standard 6.1 Meeting relevant standards of practice and working in a lawful, safe and effective way;

Standard 6.4 Maintaining clear and accurate records as required by procedures established for your work;

Standards of Practice

Standard 1

Understand the main duties and responsibilities of your own role within the context of the organisation in which you work.

This includes:

1.2 Accessing full and up to date details of policies, procedures and agreed ways of working from your employer and adhering to them;

1.7 Keeping records that are up to date, complete, accurate and legible.

Standard 3

Deliver person-centred care and support which is safe and effective.

This includes:

3.2 Delivering care in line with assessed needs and service user and carer preferences

Standard 5

Maintain health and safety at work

This includes:

5.3 Applying your organisation's policies and procedures in relation to moving and handling service users.

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:

- Your actions were of an inappropriate nature, and call into question your personal honesty and integrity.
- You provided negligent care to a vulnerable service user, placing them at risk of harm.
- You attempted to conceal your actions.
- You failed to adhere to your employer's policies and procedures in regard to your care practice.
- You admitted that you had lied to your employer, during an investigation meeting on or around 29 January 2025.
- You resigned from your social care employment on or around 30 January 2025, prior to the completion of your employer's process.
- You have demonstrated limited insight and a lack of remorse or remediation in regard to the allegations.

- Your behaviour constitutes a serious disregard for the Standards of Conduct and Practice for Social Care Workers.
- 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:

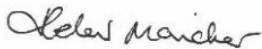
- You have engaged with the Council's investigation providing your reflective account.
- You have not come to the Council's attention previously.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 10 December 2025. 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 practise.

Date of Effect

This warning comes into effect on 18 December 2025.



Interim Co-Director of Regulation and Standards

18 December 2025

Date