

Notice of Decision

Registrant	Marzena Miroslawa Gorczak
Registration number	6001092
Part of Register	Part 2 -Adult Residential Care Worker
Decision	Warning to remain on registration for a period of 3 years
Date of Effect	11 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 3 years.

Misconduct

That whilst being registered as a social care worker, and whilst employed by Malone Healthcare Ltd as a Senior care Assistant:

1. On the 26 August 2024, you took cocodomol 30/500mgx186, diazepam 2mg x 9 and mirtazapine 15mg x 10 from your workplace without permission, resulting in you being issued with a Community Resolution Notice by the Police Service of Northern Ireland.
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 taking medication without permission 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

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 it's 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.
- You took medication without permission from your workplace.
- You accepted a Community Resolution Notice from the PSNI related to this matter.
- You did not inform your new employer of the disciplinary proceedings related to this matter in a timely manner.

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

- All medication was recovered.
- There was no evidence of direct or indirect harm to service users.
- You have engaged with the Council and demonstrated some insight, reflection and learning, including complying with interim conditions which were placed on your registration.
- You are currently employed, have provided regular reports regarding your practice and there have been no further concerns regarding your conduct or practice.
- 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 23rd November 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 11 December 2025.

Helen Mavcher

Helen McVicker
Interim Co-Director of Regulation and Standards

Date

24th November 2025