



## Notice of Decision of the Northern Ireland Social Care Council's Restoration Committee

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**Name:** Mila Rose Beltran Dumlao

**SCR No:** 2052317

**NOTICE IS HEREBY GIVEN THAT** the Restoration Committee of the Northern Ireland Social Care Council, at its meeting on **23 April 2026**, made the following decision about your application for restoration on the Northern Ireland Social Care Council Register:

**The Committee refused your application for restoration.**

### **Decision and Reasons (including legal advice given)**

#### **Preliminary Issues**

The restoration hearing was held at the Northern Ireland Social Care Council ('the Council') offices at James House, Belfast. The Applicant attended but was not represented. The Council was represented by Mr Peter Carson, 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.

#### **Background**

The Applicant was previously registered with the Council, under the surname 'Huttley', as an adult residential care worker from 02 February 2010. A Removal Order was imposed by a Fitness to Practise Committee following a hearing on 05 and 06 March 2019 ('the Fitness to Practise Committee').

The Fitness to Practise Committee found the following allegations proven:

That, being registered under the Health and Personal Social Services Act (Northern Ireland) 2001 (as amended), and whilst working as a Care Worker for Advanced Community Care Ltd:-

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|----|---|
| 1. | Between February 2017 and June 2017, you accepted sums of money from Service User A's husband, Mr A, and thereby breached the NISCC Standards of Conduct and Practice for Social Care Workers |
| 2. | Between February 2017 and May 2017, you engaged in inappropriate communication with Mr A.   |

And that by reason of the matters set out above, your fitness to practise is impaired by reason of your misconduct.

The Applicant had commenced employment as a social care worker for Advanced Community Care Ltd. on 30 January 2013. She provided care for Service User A and her son Service User B, who was three years old at the time. The matter first came to the attention of the Council by way of Employer Referral Form ('ERF') from Advanced Community Care Ltd, received on 26 May 2017. The ERF said that the Applicant was alleged to have taken significant sums of money over a number of months from Mr A, Service User A's husband. The combined sum of money was reported to be to the value of £4400.00. The ERF also said that, during the course of care provided to Service User A and her son, Mr A and the Applicant developed a personal relationship and exchanged inappropriate messages with each other. Mr A disclosed to another social care worker that he had been making financial loans to the Registrant.

### **Current Application**

This application for inclusion in Part 2 of the Register was made by way of an online form, which was submitted on 02 January 2026. The Applicant has been offered a position of employment by Bluebird Lisburn and Down ('Bluebird') as an adult support worker. There is no indication that the Applicant has informed her new employer of the previous Removal Order, and it was not referred to in her application for restoration. As the Applicant was removed from the Register due to her misconduct, a legitimate interest in the outcome of any Disclosure and Barring Service ('DBS') decision was registered. On 13 March 2026, an outcome letter was received from the DBS, confirming that the Applicant has not been barred from working with children or vulnerable adults.

### **Council's Submission**

Mr Carson drew the Committee's attention to the documentation relating to the Removal Order, made in 2019, the events giving rise to the case and the findings of the Fitness to Practise Committee on the issues of facts, impairment and sanction. He also drew the Committee's attention to the documentation provided by the Applicant in support of her application, to include two character references which she has submitted.

Mr Carson submitted that the Committee should refuse the application. He outlined that the Fitness to Practise Committee referred to significant concerns in respect of the Applicant's insight and the absence of any evidence of remorse, and he advised that those concerns remain as things stand today. Mr Carson submitted that the Applicant has not provided any evidence of having considered the impact of her actions on the family of Service User A, or significant evidence of remorse generally. Mr Carson submitted that the Applicant's application itself presents as an issue of concern, given that the Applicant denied having been subject to disciplinary or regulatory investigations or proceedings previously, and she denied having previously been removed from a professional Register. The Applicant also denied in her application having ever previously been known by another name. Mr Carson submitted that there is no right to be restored to the Register. He said that the Applicant's misconduct has not been remediated, and that her reference in her statement to having breached a contract downplays the seriousness of her misconduct. Mr Carson submitted that the Applicant also applied to Bluebird without having mentioned her regulatory history. He submitted that the onus is on the Applicant to satisfy the Committee that

she should be restored to the Register. In light of the issues referred to, however, Mr Carson said that the Council considers that the application should be refused.

### **Applicant's Evidence**

The Applicant provided a written statement, dated 19 April 2026, which she read in full to the Committee. In that statement, the Applicant stated that she fully acknowledged the mistakes which she made in the past and that she takes complete responsibility for them. She said that she has taken time to reflect, learn and improve herself, both personally and professionally. The Applicant said that she believes that people can grow from their experiences and that they deserve the opportunity to demonstrate positive change. She said that, if granted restoration, she would uphold the highest standards expected and not repeat the mistakes which she previously made. The Applicant said that she is committed to acting with integrity, responsibility and professionalism at all times. She said that she is capable of meeting the expectations required.

The Applicant also provided an undated statement, received by the Council on 19 April 2026, in which she expanded on her original statement. She outlined that she deeply regrets what happened in 2017, and expressed remorse. The Applicant said that she has not worked in a social care role since removal, and that it has now been eight years since she last worked in such a position. She said that this eight-year period has been a very difficult time personally and financially, and that she has had to obtain alternative employment. The Applicant said that she had reflected deeply on her actions and the importance of professional standards, and that she has learnt a great deal from the experience. She outlined that her subsequent employment in Subway and an ice cream shop have helped her to build discipline, reliability and a strong work ethic, which she would bring back into the social care profession if she were restored to the Register. The Applicant said that she had taken steps to rebuild her character and that she is fully committed to following all rules, policies and professional standards. The Applicant said that she is willing to undertake any required training, supervision and monitoring required. She said that the profession is very important to her, and that she is passionate about caring for others.

The Applicant also provided an undated document containing a number of questions and answers, in which she provided a number of responses to specific questions. The answers provided were in line with the contents of her two statements, summarised above. However, with regard the issue of not disclosing her previous regulatory history to Bluebird as her prospective employer, the Applicant said that she had misunderstood and thought that it was not relevant. She said that, as soon as she understood, she was honest and explained everything. She said that she now understands the importance of full disclosure.

The Applicant also gave oral evidence, and answered questions posed by Mr Carson and the Committee itself.

### **Applicant's Submission**

The Applicant referred to her written and documentary evidence, as summarised above, in her overall submission that she should be restored to the Register. She said that she has made conscious efforts to learn from her past mistakes and that this process has been a valuable lesson for her. The Applicant said that, if

required, she would undertake any additional training and submit to any conditions which the Committee considered appropriate. She asked for an opportunity to demonstrate that she can meet the required standard, and submitted that she should be restored to the Register.

## **Decision**

The Committee accepted the legal advice from the Legal Adviser, who referred it to the procedures prescribed under Schedule 3 to the Rules. In particular, the Committee was referred to Paragraph 7 of Schedule 3, which provides that the Committee shall consider whether an Applicant shall be restored to the register, having regard to the following:

- a. the reasons why the Applicant was removed from the Register;
- b. evidence that the Applicant's fitness to practise is no longer impaired;
- c. evidence as to the Applicant's conduct, competence, and health since removal from the Register;
- d. the protection of the public; and
- e. the public interest in maintaining confidence in social care services.

The Legal Adviser advised that there is no right, as such, to be restored to the Register, and that it is important to remember that the five-year period before an application for restoration can be made is not a 'tariff', after which restoration is merely procedural. In any application of this type, the onus is on the Applicant to satisfy the Committee as to the matters referred to, and to satisfy the Committee that he or she is fit to practise.

In reaching its decision in respect of this application, the Committee carefully considered all documentary and oral evidence adduced in this case, together with the submissions made by Mr Carson and the Applicant.

The Committee first considered the findings of the Fitness to Practise Committee, and its reasons for removing the Applicant from the Register in 2019. It considered the underlying proven facts. Having done so, the Committee noted that the Applicant's misconduct involved significant breaches of fundamental tenets of the profession, and it was plainly very serious. In the context of the findings of the Fitness to Practise Committee, the Committee considered that remediation would be inherently difficult. However, it determined that the Applicant's misconduct is potentially capable of remediation.

The Committee proceeded to consider events since the Removal Order was imposed, and whether the Applicant has remediated her misconduct. Having carefully considered all of the evidence presented, the Committee determined that the Applicant has not remediated her misconduct. In reaching this conclusion, the Committee acknowledged that the Applicant has worked in at least two jobs since her removal, that there has been no evidence of repetition of similar misconduct, and that two positive testimonials have been provided. However, the Committee considered these matters to be of relatively limited weight in light of the fact that these jobs were unrelated to regulated employment, and limited information was provided regarding the Applicant's responsibilities. Further, the Committee noted that one of the authors of the testimonials stated that she had

been aware that the Applicant had breached 'NISCC policy', but that she was not aware of the specific circumstances of the Applicant's removal from the Register.

The Committee determined that the Applicant has not provided sufficient evidence to satisfy it that she understands and appreciates the seriousness of her misconduct, how it impacted on the family of Service User A, or how it brought the social care workforce into disrepute. The Committee noted that the Applicant has expressed regret and remorse in her written evidence. However, in her oral evidence, the Applicant appeared to be much more focused on how her removal from the Register impacted upon her and her own circumstances. The Committee considered that there was little evidence of having considered, for example, the vulnerability of service users or the fundamental inappropriateness of her actions in taking significant amounts of money from, and developing an inappropriate personal relationship with, a family member of a service user. The Committee noted that the Applicant did not provide any evidence of any proactive steps taken since the Removal Order to address her underlying misconduct. She did not, for example, provide any evidence of having reviewed or reflected upon the applicable policies, or of having undertaken professional boundaries courses etc.

In this context, the Committee noted that the Applicant stated in her oral evidence that she was under financial pressure at the time of events under consideration, and that she was under pressure as a result of her son being unwell in the Philippines. However, the Committee considered that the Applicant did not provide sufficient evidence of how, and why, she would act differently in the future if she were restored and faced similar personal pressures. Further, it determined that there was insufficient evidence to show that the Applicant recognises the very significant breach of trust which her misconduct involved.

The Committee noted the issues raised with regard to the accuracy of the registration form completed by the Applicant. It was concerned to note that, in response to direct questions which give little room for doubt or misinterpretation, the Applicant denied past involvement in disciplinary or regulatory proceedings, and she denied having been previously registered or removed from the Register. The Applicant also denied having previously been known by a different name. The Committee noted that the Applicant stated that these were mistakes and that she was completing the form on her phone, which she found difficult. The Applicant also said that she did not think that these matters were relevant as she believed that she was removed for a period of five years, which had by then elapsed. The Committee took account of these matters, and it had regard to the fact that English is not the Applicant's first language. However, the Committee noted that the Applicant stated in her oral evidence that she had sought advice from her brother-in-law, who is a deputy manager in a care home, and that he had advised her that she did not need to disclose these matters. The Committee determined that this showed that the Applicant had given thought to these matters, and that she had understood the natural meaning of the questions. If she had any doubt as to whether she was required to disclose the fact of her previous registration, disciplinary and regulatory history, or her previous name, it was the Applicant's responsibility to make appropriate enquiries of the Council. The fact that these matters were not disclosed caused the Committee to harbour a concern as to the Applicant's candour. The Committee also noted that the Applicant did not disclose her

regulatory or disciplinary history to Bluebird when applying for employment, and this similarly caused the Committee to be concerned about the issue of candour.

Overall, taking all of the available evidence into account, the Committee determined that the Applicant has not demonstrated significant insight into her misconduct, she has not sufficiently remediated that misconduct and, in those circumstances, that there remains a risk of repetition in the future.

In those circumstances, the Committee determined that the Applicant has not provided evidence which is such that it can be satisfied that she is currently fit to be restored to the Register. It determined that public confidence in the profession would be undermined by restoration, and there would currently be an ongoing risk to public protection given the Committee's findings in respect of the risk of repetition. The Committee determined that restoration would not meet the public interest. In reaching these conclusions, the Committee had regard to the need to act in a proportionate manner. It took into account the fact that this decision may have an adverse effect on the Applicant's own interests. However, in light of the matters outlined, the Committee concluded that the need to protect the public and the public interest significantly outweighs the interests of the Applicant.

The Committee, therefore, refused the application for restoration.

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You should note that the Restoration Committee's decision takes effect from the date upon which it was made.

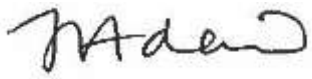
**The effect of this decision is that your application for restoration has been refused.**

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 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.

A handwritten signature in black ink, appearing to read "J. Adams".

28 April 2026

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Hearings Officer

(Clerk to the Restoration Committee)

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Date