

Notice of Decision

Registrant	Rijo Babu Thomas
Registration number	7043979
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of 2 years
Date of Effect	21st May 2026

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 a caution in the United Kingdom for a criminal offence, 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 two years.

Caution in the United Kingdom for a criminal offence

That whilst being registered as a social care worker and employed as a care assistant with Conway Group Healthcare:

- a. On 23 November 2025 you assaulted [redacted] and acted in a disorderly manner.
- b. Due to (a) above, a Caution for Common Assault and Disorderly Behaviour was administered to you by the Police Service of Northern Ireland, on 09 February 2026.

Reasons

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

- The public has the right to expect that social care workers, in whom it places its trust and confidence, to uphold the law and not to engage in offending behaviour nor otherwise behave in a way in work or outside 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 5: As a social care worker, you must uphold public trust and confidence in social care services. In particular you must not:

- 5.7 Put yourself or other people at unnecessary risk;
- 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 factors:

- You have admitted to the offence of common assault and disorderly behaviour and accepted a Police Caution on 09 February 2026.
- Your actions were capable of undermining public confidence in the social care profession.
- You have demonstrated limited insight or remorse for your actions.
- 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:

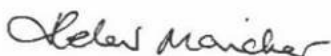
- You self-referred this matter to the Council at the earliest opportunity.
- The incident took place outside of work and did not involve service users.
- You have engaged in and co-operated in the Council's investigation.
- You have no previous record of misconduct with the Council.
- You remain in social care employment.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 17 May 2026. 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 21st May 2026.



21st May 2026

Interim Co-Director of Regulation and Standards

Date