



Notice of Decision of the Northern Ireland Social Care Council's Fitness to Practise Committee

Name: Kirsty Alexandra McVeigh

SCR No: 7020296

NOTICE IS HEREBY GIVEN THAT the Fitness to Practise Committee of the Northern Ireland Social Care Council, at its meeting on **24 and 25 August 2026**, made the following decision about your registration with the Northern Ireland Social Care Council:

The Committee found the facts proved;

The Committee found that your fitness to practise is impaired by reason of your misconduct;

The Committee decided to make a Conditions of Practice Order for a specified period of six months.

The Conditions of Practice are:

1.	You must notify the Council within seven days of any social care appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the Council with contact details of your employer.
2.	You must immediately inform the following parties that you are subject to a Conditions of Practice Order under the Council's fitness to practise procedures, and disclose the conditions listed at (1) to (13), to them: • Any organisation or person employing, contracting with, or using you to undertake social care; • Any agency you are registered with or apply to be registered with (at the time of application); • Any prospective employer (at the time of application); • Any educational establishment at which you are undertaking a course of study connected with social work or social care, or any such establishment to which you apply to take such a course (at the time of application).
3.	You must inform the Council of any professional investigation started against you and / or any professional disciplinary proceedings taken against you within seven days of you receiving notice of them.
4.	(a) you must within seven days of accepting any post or employment requiring registration with the

	Council, or any course of study connected with social work or social care, provide the Council with the name / contact details of the organisation offering the post, employment or course of study.
	(b) you must within seven days of entering into any arrangements required by these conditions of practice provide the Council with the name and contact details of the individual / organisation with whom you have entered into the arrangement.
5.	At any time you are employed or otherwise providing social care, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of: • Ensuring that you meet the Standards of Conduct and Practice for Social Care Workers; and • Discussing any issues that have arisen in your recent practice.
6.	You must work with your line manager, mentor or supervisor to formulate a Personal Development Plan specifically designed to address the deficiencies in your adherence to Standards of Conduct 2, 5 and 6 and Standards of Practice 1.
7.	You must meet with your line manager, mentor or supervisor at least every month to discuss the standard of your performance and your progress towards achieving the aims set out in your Personal Development Plan.
8.	You must forward to the Social Care Council the name and contact details for your line manager, supervisor or mentor and a copy of your Personal Development Plan within 28 days of the date on which these conditions become effective. If your line manager, supervisor or mentor changes, you must update the Council within seven days of you being notified of that change.
9.	No later than 18 December 2026, you must successfully complete a relevant training course in dealing with duty of candour / honesty, and provide the Council with a confirmation of completion in respect of same.
10.	No later than 18 December 2026, you must submit a written reflective account, the content of which must be to the satisfaction of the Social Care Council. Your reflective account should specifically address: • your adherence to Standards of Conduct 2, 5 and 6 and Standards of Practice 1; and • your recent learning on duty of candour / honesty. This should be countersigned by your line manager, mentor or supervisor.
11.	You must send a report from your line manager, mentor or supervisor, setting out the standard of your performance and your progress towards achieving the aims set out in your Personal Development Plan, to the Social Care Council, not before 14 December 2026 and not after 18 December 2026.
12.	You must allow the Social Care Council to exchange, as necessary, information about the standard of

	your performance and your progress towards achieving the aims set out in your Personal Development Plan with your line manager, mentor or supervisor or any other person who is or will be involved in your training and supervision with any employer, prospective employer, and at any educational establishment.
13.	You must confine your practice / work to one employer, and continue to work alongside a colleague for the duration of the Order.

Particulars of the Allegation:

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 as a domiciliary care worker by Connected Health Ltd:	
1.	You failed to discharge your caring responsibilities to attend a care call with a service user on 13 January 2024;
2.	You compromised the health and well-being of a vulnerable service user, who as a result of this alleged neglect, was determined to have come to harm and is now no longer able to live independently in their own home as they were prior to January 2024;
3.	You falsely declared to the South Eastern Health and Social Care Trust Safeguarding Team that you attended the service user's home and made reasonable attempts to gain access to deliver care;
4.	You falsely declared to Connected Health Ltd in their internal investigation that you attended the service user's home and made reasonable attempts to gain access to deliver care; and
5.	Your actions as set out at 3 and / or 4 above were dishonest.
And your actions as set out at 1 to 5 above show that your fitness to practise is impaired by reason of your misconduct as per Rule 4 (1) (a) of the Northern Ireland Social Care Council Fitness to Practise (Amendment) Rules 2019.	

Procedure

The hearing was held under the fitness to practise procedure.

Preliminary Issues

The fitness to practise hearing was held at the Northern Ireland Social Care Council ('the Council') offices at James House, Belfast. The Registrant was in attendance but was not represented. The Council was represented by Ms Anna Price, 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.

Application to Admit Hearing Bundle

The Committee admitted the hearing bundle into evidence and marked it as Exhibit 1.

Agreed Statement of Facts

Ms Price told the Committee that, in advance of the hearing, the Registrant had signed an Agreed Statement of Facts, admitting four out of the five allegations listed in the Particulars of the Allegation. Ms Price read the Agreed Statement of Facts into the record, as follows:

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 as a Domiciliary Care Worker by Connected Health Ltd, the Registrant hereby confirms the following:

1. *You failed to discharge your caring responsibilities to attend a care call with a service user on 13 January 2024; Admitted.*
2. *You compromised the health and well-being of a vulnerable service user, who as a result of this alleged neglect, was determined to have come to harm and is now no longer able to live independently in their own home as they were prior to January 2024; Not admitted.*
3. *You falsely declared to the South Eastern Trust Safeguarding Team that you attended the service user's home and made reasonable attempts to gain access to deliver care; Admitted.*
4. *You falsely declared to Connected Health Ltd in their internal investigation that you attended the service user's home and made reasonable attempts to gain access to deliver care; Admitted.*
5. *Your actions as set out at 3 and/or 4 above were dishonest; Admitted.*

The Registrant confirmed to the Committee that she had made partial admissions to the Particulars, as presented.

Accordingly, the Committee found Particulars 1, 3, 4 and 5 proven on the basis of the Registrant's admissions. The Committee asked Ms Price to make submissions on Particular 2, which was disputed by the Registrant.

Background

Ms Price provided the Committee with a background to the case. She said that the Registrant is registered on Part 2 of the Register and, at the time of the allegations, the Registrant was working as a domiciliary care worker with Connected Health Ltd, having commenced this post on 18 January 2022.

This matter was first brought to the Council's attention upon receipt of an Employer Referral Form ('ERF') from Ms Veronica Rossetto, Senior Lead Compliance Manager, Connected Health, dated 18 January 2024. At the time of the referral, the Registrant was working under supervision by way of a protection plan, from 18 January 2024. She had been placed on a 'double run', and the ERF stated that she would be subject to weekly spot checks and monitoring by Connected Health's Area Manager. The ERF stated:

'Sunday night- 14/01/2024- 00.30 pm at night

Senior staff member 3027 received a telephone call on the 14/01/2024 at 00.30pm at night from the PSNI, who were conducting a welfare call on Client 13832. Upon entering the property via keypad, the PSNI had found Client 13832 on the bedroom floor. PSNI had checked Connected Health's folder and found that Client's daily records had not been documented from the 10/01/2024. PSNI also checked CCTV footage to see that no one had attended Client's tea calls until they had conducted a welfare call for Client.'

On 17 January 2024, the Registrant attended the Connected Health office and provided a handwritten signed statement in relation to the incident, countersigned by Ms Sarah-Louise Doran, Regional Manager. The statement details that the Registrant arrived at the service user's house for the tea call on 13 January 2024, knocked on the door and front window, and there was no answer. The Registrant acknowledged that she had failed to report to the Connected Health office regarding the non-access.

The service user had subsequently been admitted to hospital, and the concerns were reported to the Adult Protection Gateway Team ('APGT') of the South Eastern Health and Social Care Trust ('the Trust') on 16 and 17 January 2024, respectively. A joint agency consultation between the PSNI and APGT took place, on 18 January 2024, where it was deemed not to meet the threshold for PSNI involvement. However, from a safeguarding perspective, APGT felt they had a strong enough case to proceed with its own investigation.

The allegation involved an elderly service user, who was in receipt of a care package from Connected Health, which involved one call per day at teatime for support with his meals. His only next of kin, his two daughters, both live in England and monitored his welfare via a webcam installed in the house. The PSNI conducted a welfare check just after midnight on 14 January 2024, following a call from the service user's daughter, who became concerned after not having not seen him on the webcam since 11 January 2024 at 13:48. The service user was found lying on his bedroom floor and taken to hospital. The clinicians determined that the service user had been subject to a 'long lie' upon examination.

The Registrant and a colleague ('Staff Member 1') were responsible for the calls to the service user in the relevant period, i.e. 11 -14 January 2024. Staff Member 1 had called but not gained access to the service user's property on the 11 and 12 January 2024. The Registrant was supposed to call on 13 January 2024 but didn't. Both Staff Member 1 and the Registrant were interviewed as part of the safeguarding investigation. At interview, Staff Member 1 advised she knocked the door and there was no answer so she assumed the service user was not at home. The Registrant claimed to have done the same. Staff Member 1 volunteered at interview that the information provided by the Registrant was allegedly false as she reportedly told Staff Member 1 that she did not even go to the house. The Registrant was interviewed the next day and maintained that she had attended, but had simply not followed the non-access protocol.

The Registrant's alleged non-attendance is supported by information provided by the family of the service user, who said that the webcam review for 13 January 2024 does not show any carer making a call.

Before the incident, the service user only required a teatime call, which required a care worker simply heating up a meal for him in the evening, and he was very independent otherwise. Since the incident, the service user no longer lives at home, is no longer independent and now requires assistance for aspects of daily living.

Evidence

The Committee heard evidence from Witness 1, the Designated Adult Protection Officer ('DAPO') who conducted the Adult Safeguarding Investigation.

The witness adopted his statement, including the exhibited Adult Protection Investigation Report. He confirmed to the Committee that he had been appointed to investigate the matter, and set out details of his role. He confirmed that the matter had been referred to him on 17 January 2024. He advised the Committee that he had reviewed the records which were provided to him. He confirmed that these established that the service user had been subject to a 'long lie', and that he was suffering from hypothermia, delirium and pneumonia when he was admitted to hospital. The service user was acutely confused and unkempt, and there was a strong smell of urine from him.

Witness 1 told the Committee that, although he could not be certain of how long the service user was on the floor, it appeared that he had fallen sometime between 11 and 14 January 2024. He further confirmed that the service user had been discharged directly into a care home from hospital, and that he now requires a heightened level of assistance, whereas he was previously independent.

Witness 1 also confirmed that investigations had been carried out and that no concerns regarding other service users had been identified.

In response to a question from the Committee, the witness confirmed that he had drawn his conclusions set out in his statement and report from the material provided to him, as listed at Paragraph five of his statement.

The Registrant did not cross examine Witness 1, nor did she provide any written or oral submissions in relation to Particular 2.

Findings of Fact

In reaching its decision on the facts, the Committee considered all of the evidence adduced in this case, together with the submissions made by Ms Price, on behalf of the Council. Ms Price submitted that the evidence provided was substantial and reliable, and that the facts were proved on the balance of probabilities.

The Committee heard and accepted the advice of the Legal Adviser. The Committee was aware that the burden of proof rests on the Council, and that the standard of proof is the civil standard, namely the balance of probabilities. This means that the facts will be proved if the Committee is satisfied that it was more likely than not that each incident occurred as alleged.

The Committee then turned to consider the disputed Particular of the Allegation.

Particular 2: You compromised the health and well-being of a vulnerable service user, who as a result of this alleged neglect, was determined to have come to harm and is now no longer able to live independently in their own home as they were prior to January 2024.

In relation to Particular 2, the Committee accepted the oral and documentary evidence of Witness 1. This established that, upon admission to hospital, the service user was in a state of serious ill-health and that the service user had to be discharged to a care home. The Committee noted that the service user had previously been independent, requiring only an evening call to heat up meals, but now requires much more substantial assistance. The Committee also noted that the service user had made it clear that he did not wish to return home. The Committee considered that the decline in the service user's condition was sufficiently linked to the failure of the Registrant to carry out the duties required of her.

Therefore, the Committee found Particular 2 proven on the balance of probabilities.

Fitness to Practise

The Committee heard submissions from Ms Price, who said that the Registrant's actions had fallen well below the standards to be expected of a registered social care worker by reason of her misconduct. She submitted that the Registrant's fitness to practise is impaired by reason of her misconduct, as outlined at Rule 4 (1) (a) of the Rules. Ms Price further submitted that the Registrant's misconduct on 13 January 2024 was serious. She said that the Registrant's actions call into question her suitability to work in social care services, and to remain on the Register without restriction, or to be registered at all. She referred the Committee to the Standards of Conduct and Practice for Social Workers ('the Standards'), and said that the Registrant had breached the following Standards of Conduct: 2 – 2.1, 2.6; 5 – 5.8; and 6 – 6.1, 6.3, 6.11, 6.12. She also said the Registrant had breached the following Standards of Practice: 1 – 1.8; and 6 – 6.1.

Ms Price said that the starting point for remediation is insight into, and acceptance of, the Registrant's actions and she referred to the case of CHRE v Grant. She said that the Registrant has signed an Agreed Statement of Facts, albeit admitting to only four out of five allegations against her. She also said that the Registrant has engaged with the Council and was present at the hearing. Ms Price submitted that all of these things demonstrated insight.

Ms Price submitted that there was no evidence of actual remediation, such as training or any other appropriate steps. She further submitted that there is a risk of repetition.

Ms Price concluded her submission by referring to the public interest. She said that a finding of impairment was necessary in order to uphold public trust and confidence in the profession, as well as to uphold proper standards of conduct and behaviour.

The Registrant relied on her written submission, reflective piece and character evidence which had been submitted before the hearing, but did not make any oral submission about misconduct and impairment.

The Committee considered the submission from Ms Price on behalf of the Council, as well as the written submission and reflective account from the Registrant, and had regard to all of the evidence in the case. The Committee heard and accepted the advice of the Legal Adviser. In the course of that advice, he referred the Committee to Paragraph 24 (3) of Schedule 2 of the Rules, and the requirements as set out in the case of the GMC v Cohen, looking at the current competence and behaviour of the Registrant, along with the need to protect service users, members of the public, the upholding of proper standards of behaviour and the maintenance of public confidence in social care services. He further referred the Committee to the comments of Mrs Justice Cox in the Fifth Shipman Report, cited with approval in CHRE v NMC & Grant. The Committee accepted the Legal Adviser's advice.

The Committee considered whether, by reason of her misconduct, the Registrant's fitness to practise is currently impaired. When addressing that issue, the Committee took account of Paragraph 24 (3) of Schedule 2 of the Rules, which states that it should have regard to:

- (a) whether it is satisfied as to the reason for the alleged impairment of fitness to practise;
- (b) the Standards of Conduct and Practice issued by the Council under Section 9 of the Act;
- (c) whether the impairment is capable of remediation;
- (d) whether the impairment has been remediated;
- (e) the risk of repetition; and
- (f) the public interest.

The Committee was satisfied that, by her actions, the Registrant had breached the following Standards:

Standards of Conduct:

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;
- 2.6 Being reliable and dependable; and
- 2.7 Honouring work commitments, agreements and arrangements and, when it is not possible to do so, explaining why to service users and carers.

Standard 5: As a social care worker, you must uphold public trust and confidence in social care services. In particular you must not:

- 5.1 Abuse, neglect or harm service users, carers or colleagues;
- 5.7 Put yourself or other people at unnecessary risk; or
- 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: As a social care worker, you must be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills. This includes:

- 6.1 Meeting relevant standards of practice and working in a lawful, safe and effective way;
- 6.3 Being personally accountable for your actions and able to explain and account for your actions and decisions; and
- 6.11 Being open and honest with people if things go wrong, including providing a full and prompt explanation to your employer of what has happened.

Standards of Practice:

Standard 1: As a social care worker, you must understand the main duties and responsibilities of your own role within the context of the organisation in which you work. This includes:

- 1.8 Reporting any adverse events, incidents, errors and near misses that are likely to affect the quality of care and wellbeing of service users or carers.

The Committee considered whether the Registrant's actions on 13 January 2024 amounted to misconduct. As detailed above, her actions breached the Standards. The Committee was mindful that the breaches took place during her role as a domiciliary care worker. The Committee was satisfied that the Registrant's failings were sufficiently serious to amount to misconduct. The Committee noted that there was a failure to follow protocol, which had created a risk of harm / actual harm to the service user. The Registrant then gave a dishonest account, which persisted for a considerable period before the Registrant admitted that she had not visited the service user as required. The Registrant sent a WhatsApp message to her colleague on 15 January 2024 confirming that she had not attended with the service user but, despite this, maintained a dishonest account to her employer for a period of approximately nine months. It was noted that the Registrant has not sought to challenge the veracity of this WhatsApp message when it was put to her at a disciplinary hearing on 18 October 2024.

The Committee considered the Registrant's actions to be capable of remediation but that, at present, remediation has not fully occurred. The Committee was satisfied the Registrant has some insight into her misconduct. This was evidenced by her admissions and the absence of any attempts to downplay her misconduct. The Committee was also satisfied the Registrant has demonstrated genuine and authentic remorse. In respect of remediation, the Committee was of the view that the Registrant requires to take further steps to fully remediate her misconduct. The Committee considered that it would be appropriate for the Registrant to undergo relevant training on the duty of candour and the importance of honesty and integrity in social care. The Committee also did not have independent verification of any reflection on the part of the Registrant from her employer or a suitable mentor.

The Committee considered the risk of repetition. Having regard to all of the available evidence, the Committee determined that there is a risk of repetition, owing to the absence of significant remediation. The Committee,

therefore, determined the Registrant's fitness to practise is currently impaired in respect of the personal component.

The Committee next considered the public interest. In the Committee's view, a finding of current impairment is necessary in order to maintain confidence in the profession and to uphold proper standards of conduct and behaviour. The Committee was of the view that the findings are so serious that this is necessary, as the public would be shocked if there was no finding of impairment on public interest grounds, given the nature of the case.

For these reasons, to protect the public and uphold the public interest, the Committee concluded that the Registrant's fitness to practise is currently impaired by reason of her misconduct.

Sanction

Ms Price referred the Committee to mitigating and aggravating factors, which she submitted were present in this case. Ms Price said that there have been no previous referrals to the Council and so the Registrant has the benefit of a good working history and good prior character. She said that the Registrant made early partial admissions to the Council and has shown some insight, as well as expressions of remorse and regret. She said that the Committee had also received two positive character references provided on behalf of the Registrant. In relation to aggravating factors, Ms Price also said that the Registrant's actions showed a serious disregard for the standards expected of social care workers. The Registrant concealed her actions, and her behaviour was directly linked to her work. She said that, following the Registrant's actions, a service user came to serious harm.

Ms Price asked the Committee to have regard to the NISCC Indicative Sanctions, Interim Orders and Consensual Disposal: Guidance for Fitness to Practise Committees, Fitness to Practise Officers and Preliminary Proceedings Committees 2026 ('the Guidance').

The Registrant made no formal oral submissions to the Registrant on sanction, but it was noted that the Registrant had provided additional written submissions to the Committee by way of email on 24 August 2026.

The Registrant responded to questions from the Committee. She confirmed that, following the incident, she was placed on a 'double run', and works at all times with a senior carer. That arrangement has continued, and the Registrant told the Committee that her employer has not given any indication of a review of that arrangement. The Registrant said that another member of staff had done spot checks on her work for a period of five or six weeks. She confirmed that the references are from the senior carer who she usually works alongside, together with her previous line manager who has recently left Connected Health, but who supervised her for a period of 18 months approximately. In relation to mentorship, the Registrant confirmed that she learns by working alongside the senior carer and is supervised by him.

The Registrant also confirmed that, at one point, she was asked to undertake single calls but she had explained to her then manager that she could not do this because of the restrictions that had been placed on her work. Alternative arrangements were then made, and she has continued to work in tandem with a senior colleague at all times.

At this stage, the Committee was provided with an email from the Registrant's employer, which confirmed that the Registrant works on 'double calls' and that she is subject to regular monitoring and supervision. The email also confirmed that there have been no further concerns about her conduct or performance.

The Committee heard and accepted the Legal Adviser's advice. He set out the range of available sanctions which are provided for by Paragraph 26 of Schedule 2 of the Rules. He referred the Committee to the Guidance, and reminded the Committee to consider the question of sanction in ascending order of severity, paying particular attention to the issue of proportionality. The Committee was reminded that the purpose of a sanction is not to be punitive, although a sanction may have a punitive effect. Instead, in its consideration of a sanction, the Committee should have at the forefront of its mind the need to protect the public and the public interest.

The Legal Adviser referred the Committee to Paragraph 26 of Schedule 2 of the Rules which provides that, upon a finding of impairment of fitness to practise, the Committee may:

- (a) impose no sanction; or
- (b) warn the Registrant and direct that a record of the warning should be placed on the Registrant's entry in the Register for a specified period of up to 5 years; or
- (c) make a Conditions of Practice Order for a specified period not exceeding 3 years; or
- (d) make an Order suspending the Registrant's registration for a specified period not exceeding 2 years (a 'Suspension Order'); or
- (e) make an Order for removal of the Registrant's registration from the Register ('a Removal Order').

He further reminded the Committee that in deciding which sanction to impose, the Committee should take into account:

- (a) the seriousness of the Particulars of the Allegation;
- (b) the degree to which the Registrant has fallen short of any expected standards;
- (c) the protection of the public;
- (d) the public interest in maintaining confidence in social care services; and
- (e) the issue of proportionality.

The Committee applied the principles of fairness, reasonableness and proportionality, weighing the public interest against the Registrant's interests, and taking into account any mitigating and aggravating factors in the case. The public interest includes the protection of members of the public, including service users, the maintenance of public confidence in the profession and the declaring and upholding of proper standards of conduct and behaviour within the profession. The Committee took into account its powers under Paragraph 26 of Schedule 2 of the Rules in relation to the sanctions available to it, and also had regard to the Guidance, bearing in mind that the decision on sanction was one for its own independent judgement.

The Committee carefully considered all of the available documentary material, together with submissions from Ms Price on behalf of the Council and the documentary evidence provided by the Registrant. It also had careful regard to the Guidance.

The Committee considered the mitigating and aggravating factors in this case.

The Committee considered the mitigating factors to be as follows:

- No previous referrals to the Council;
- Previous good character;
- Partial early admissions to the Council;
- Expression of regret;
- Character references;
- Engagement and co-operation with the Council and Committee; and
- The fact that the Registrant has continued to work with the same organisation for a considerable period following the incident, with no further issues arising.

The Committee considered the aggravating factors to be as follows:

- Serious disregard for the Standards;
- Concealment of wrongdoing;
- Misconduct directly linked to her work; and
- Harm caused to a service user.

Having balanced the mitigating and aggravating factors, and having taken into account the interests of public protection and the public interest, the Committee proceeded to consider which sanction to apply in this case.

No Sanction - having regard to its findings, the Committee considered that to conclude this matter and to take no further action would be a wholly inadequate response, and would fail to protect the public and uphold the public interest.

Warning - the Committee was mindful that imposing a Warning would permit the Registrant to practise unrestricted. In light of its findings and, in particular, in the absence of full remediation and given the seriousness of the matter, such a step in the Committee's view would fail to protect the public or uphold the public interest.

Conditions of Practice Order – the Committee next considered a Conditions of Practice Order. The Committee had already determined that the Registrant has displayed some insight into her misconduct, that her misconduct could be remediated, and determined that Conditions of Practice would allow the Registrant the opportunity to remedy her misconduct. The Order would require further training, supervision and reflection on the part of the Registrant. The Committee was mindful that this is a serious case but considered that when the mitigating and aggravating factors were balanced, such an Order would adequately protect the public and uphold and declare

standards. The Committee notes the Registrant's willingness to undertake further supervision and learning. The Committee does not consider that the Registrant has any harmful deep-seated personality or attitudinal problems and, allied with the Registrant's developing insight, considers that service users would not be put at risk as a result of continued registration with conditions. The Committee has decided that there are workable, measurable and time bound conditions which are relevant and proportionate and address the Registrant's failings. These conditions could be placed on her registration and would prevent any risk of repetition. The Committee is satisfied that the Registrant has demonstrated an ability to respond positively to any Conditions which would be imposed on her through her reflection and insight. In coming to this decision, the Committee was mindful of the fact that the Registrant had worked for over 2 years with the same employer without any further concerns. The Registrant has responded positively to the limitations placed on her work by her employer since the incident.

Suspension Order – In the Committee's view, an Order of suspension was not necessary to protect the public or to uphold the public interest. The Committee did carefully consider whether the misconduct was so serious that a suspension was required to uphold the public interest. However, on balance, and having carefully balanced all the features of the case, the Committee was satisfied that a Suspension Order would be disproportionate.

The Committee imposed the following conditions for a period of six months, effective immediately.

1.	You must notify the Council within seven days of any social care appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the Council with contact details of your employer.
2.	You must immediately inform the following parties that you are subject to a Conditions of Practice Order under the Council's fitness to practise procedures, and disclose the conditions listed at (1) to (13), to them: • Any organisation or person employing, contracting with, or using you to undertake social care; • Any agency you are registered with or apply to be registered with (at the time of application); • Any prospective employer (at the time of application); • Any educational establishment at which you are undertaking a course of study connected with social work or social care, or any such establishment to which you apply to take such a course (at the time of application).
3.	You must inform the Council of any professional investigation started against you and / or any professional disciplinary proceedings taken against you within seven days of you receiving notice of them.
4.	(a) you must within seven days of accepting any post or employment requiring registration with the Council, or any course of study connected with social work or social care, provide the Council with the name / contact details of the organisation offering the post, employment or course of study.
	(b) you must within seven days of entering into any arrangements required by these conditions of practice provide the Council with the name and contact details of the individual / organisation with whom you have

	entered into the arrangement.
5.	At any time you are employed or otherwise providing social care, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of: • Ensuring that you meet the Standards of Conduct and Practice for Social Care Workers; and • Discussing any issues that have arisen in your recent practice.
6.	You must work with your line manager, mentor or supervisor to formulate a Personal Development Plan specifically designed to address the deficiencies in your adherence to Standards of Conduct 2, 5 and 6 and Standards of Practice 1.
7.	You must meet with your line manager, mentor or supervisor at least every month to discuss the standard of your performance and your progress towards achieving the aims set out in your Personal Development Plan.
8.	You must forward to the Social Care Council the name and contact details for your line manager, supervisor or mentor and a copy of your Personal Development Plan within 28 days of the date on which these conditions become effective. If your line manager, supervisor or mentor changes, you must update the Council within seven days of you being notified of that change.
9.	No later than 18 December 2026, you must successfully complete a relevant training course in dealing with duty of candour / honesty, and provide the Council with a confirmation of completion in respect of same.
10.	No later than 18 December 2026, you must submit a written reflective account, the content of which must be to the satisfaction of the Social Care Council. Your reflective account should specifically address: • your adherence to Standards of Conduct 2, 5 and 6 and Standards of Practice 1; and • your recent learning on duty of candour / honesty. This should be countersigned by your line manager, mentor or supervisor.
11.	You must send a report from your line manager, mentor or supervisor, setting out the standard of your performance and your progress towards achieving the aims set out in your Personal Development Plan, to the Social Care Council, not before 14 December 2026 and not after 18 December 2026.
12.	You must allow the Social Care Council to exchange, as necessary, information about the standard of your performance and your progress towards achieving the aims set out in your Personal Development Plan with your line manager, mentor or supervisor or any other person who is or will be involved in your training and supervision with any employer, prospective employer, and at any educational establishment.
13.	You must confine your practice / work to one employer, and continue to work alongside a colleague for

	the duration of the Order.
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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 should note that the Fitness to Practise Committee's decision takes effect from the date upon which it was made.

The effect of this decision is that specified Conditions of Practice have been placed on your entry in the Register for a period of six months years (25 August 2026 – 24 February 2027).

Early Review

The Fitness to Practise Committee may, at your request, review the Conditions of Practice Order before the end of the period for which the Order has been imposed if there has been a material change of circumstances since the Order was imposed.

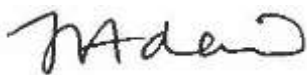
Additionally, the Council may request an early review of the Conditions of Practice Order if it receives information which suggests that the Order has not been complied with.

The Committee may, after early review of a Conditions of Practice Order, vary or revoke the terms of the existing Order, or replace the existing Order with a Suspension Order.

Review at Conclusion of Sanction

A review of your fitness to practise will be undertaken towards the end of the period for which the Order has been imposed. The Council will write to you no later than 14 weeks before the expiry of the Order to request evidence to determine compliance with the imposed conditions of practice.

Following the Council's review, the matter may be referred for review by the Fitness to Practise Committee. If the Committee reviews the Order and it is satisfied that your fitness to practise remains impaired, it may impose a further Order to commence upon expiry of the existing Order, or it may impose a Suspension Order to commence upon expiry of the existing Order, or it may vary the terms of the existing Order, or it may revoke the existing Order and impose a Removal Order.



Hearings Officer
(Clerk to the Fitness to Practise Committee)

26 August 2026

Date