

### Notice of Decision

<b>Registrant</b>	<b>Helen Anne Boyd</b>
<b>Registration number</b>	<b>6032613</b>
<b>Part of Register</b>	<b>Part 2 – Domiciliary care worker</b>
<b>Sanction</b>	<b>Warning to remain on your registration for a period of 3 years</b>
<b>Date of Effect</b>	<b>01 March 2018</b>

This is a notice of decision of the Northern Ireland Social Care Council (the Council).

#### Decision

The Council has decided:

1. that there is evidence that your Fitness to Practise is impaired by reason of misconduct, as defined in Part 1, Rule 4 of the NISCC Fitness to Practise Rules 2016.
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

The Misconduct is that:

- a. Following your resignation as a Support Worker from One 2 One Care & Support Services NI, it came to their attention that on an unknown date you borrowed the sum of £140.00 from a service user.
- b. On 15 November 2017, the service user had not been repaid.
- c. On 20 November 2017 you repaid the money in full.

#### Reasons

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

- Your actions breached professional boundaries and you took advantage of the position of trust which you held with the service user.
- 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 for Social Care Workers that this behaviour breaches 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;
- 2.6 Being reliable and dependable;
- 2.9 Adhering to policies and procedures about accepting gifts and money, hospitality or services from service users and carers;

2.10 Refusing any loans of money or property from anyone in your care or anyone close to them.

Standard 3: As a social care worker, you must promote the autonomy of service users while safeguarding them as far as possible from danger or harm. This includes:

3.7 Recognising and using responsibly with service users and carers, the power that comes from your work role.

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

5.2 Exploit service users, carers or colleagues in any way;

5.3 Abuse the trust of service users and carers or the access you have to personal information about them or to their property, home or workplace.

### 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:

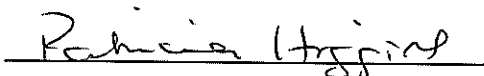
- Your actions directly involved a vulnerable service user whom you had been employed to care for.
- Your actions were a direct breach of Standard 2.10 – Refusing any loans of money or property from anyone in your care or anyone close to them.
- The money was only repaid when the service user informed another care worker and the matter was reported to your former employer.

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

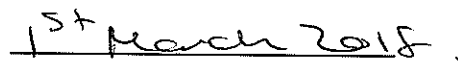
- You have now repaid the money in full.
- You have shown remorse and apologised for your actions.
- You have co-operated with the Council's investigation.
- Your behaviour appears to have been an isolated incident.

### Date of Effect

This warning comes into effect on 01 March 2018.



Director of Regulation and Standards



Date

**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.**