

Notice of Decision

Registrant	Michael Fisher
Registration number	6008175
Part of Register	Part 2 – Support Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	10th January 2017

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 conviction for a criminal offence, 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 on the Register for a period of 3 years.

Criminal Conviction

That on 4th November 2016 you were convicted of benefit fraud after receiving an overpayment of £9600.00 in jobseekers allowance and Housing Benefit between March 2013 and August 2014. You were sentenced to 40 hours community service.

Reasons for concern

The reasons your behaviour is considered to be concerning to the Council are:

- Benefit fraud is a dishonesty related offence.
- Your offensive behaviour occurred over a substantial period of approximately 17 months.
- 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:

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;
- 2.11 Not engaging in practices which are fraudulent in respect of use of public or private monies.

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 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 3 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Your actions were of a dishonest nature.
- The amount of monies fraudulently received by you was of a significant value.
- You fraudulently received these monies over a substantial period of time.

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

- It is acknowledged that you were experiencing personal difficulties at the time of your offensive behavior.
- You have made efforts of reparation by entering into a repayment scheme for monies over claimed.
- 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.
- Your behavior did not have a direct impact upon any service users.
- Your employer instructs that you have worked positively during your employment at Camphill Community Glencraig.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 7th January 2017. A record of the warning has been placed on your entry on the Register for a period of 3 years and does not affect your ability to practise.

Date of Effect

This notice comes into effect on 10th January 2017.

Helen Manchester

Head of Fitness to Practise

10-1-17

Date