

Notice of Decision

Registrant	JOANNE BRYANS
Registration number	6024342
Part of Register	Part 2– Adult Residential Care Worker
Sanction	WARNING – 2 Years
Date of Effect	4 May 2018

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 2 years.

The behaviour that the Council considers to constitute misconduct is:-

- a. On/around 31 August 2017, whilst employed as a care assistant at Domnall Intermediate Care Centre, you refused to comply with an instruction given by a nurse to assist a resident who was at risk of falling.
- b. By refusing to assist the resident as above, you placed her at risk of harm.
- c. On/around 13 September 2017, whilst employed as a care assistant at Domnall Intermediate Care Centre and whilst accompanying a resident to an appointment at the Ulster Hospital, you acted in an unprofessional manner by discussing your colleagues and other residents in a public place, so much so that nursing staff felt the need to report it to Domnall ICC.
- d. On/around 30 September 2017, whilst employed as a care assistant at Domnall Intermediate Care Centre, you acted in an unprofessional manner on hearing that a resident in your care was nearing end of life.
- e. Between 24- 30 September 2017, whilst employed as a care assistant at Domnall Intermediate Care Centre, you discussed a resident and his family in an unprofessional manner, and using foul language, in front of another resident.

Reasons

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

- Your behaviour on 30 September 2017 was unprofessional and demonstrated lack of respect for a dying woman
- Your behaviour at the Ulster Hospital was unprofessional
- Your disregard of a service user's needs and your failure to assist her placed her at risk of harm
- Discussing a resident and his family and using foul language in front of another registrant was unprofessional
- You have failed to engage with the Council in this process.
- The Council considers that your behaviour has fallen below the standards 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 your 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:

2.2 Communicating in an appropriate, open, accurate and straightforward way

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 away, 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:-

6.12 *Co-operating with any investigation or formal inquiry into your conduct, the conduct of others, or the care or services provided to a service user where appropriate.*

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 2 years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- There is no evidence of actual harm caused to service users.
- You have no previous record of misconduct with the Council.
- You engaged in the employer investigation/disciplinary processes

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 27 May 2018. A record of the warning has been placed on your entry in the Register for a period of 2 years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 4 May 2018

Rebecca Higgins
Director of Regulation and Standards

4th May 2018
Date