

Notice of Decision

Registrant	Karan Stone
Registration number	6017244
Part of Register	Part 2 – Social Care Worker
Sanction	Warning to remain on your registration for a period of four years
Date of Effect	15th November 2016

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 four years.

Misconduct

The misconduct is:

- On an unknown date between January 2016 and June 2016, whilst employed as a Community Care Worker by Peninsula Care Services in Newtownards, and whilst registered as a social care worker, you initiated a conversation about money problems with a vulnerable service user in your care, and accepted a loan of £200 from the service user.
- The service user telephoned your employer in July 2016 as they had been unable to contact you to arrange repayment of the loan.
- You subsequently left your job at Peninsula Care Services in July 2016 without repaying the £200 loan.
- Following contact from the Council, you repaid the loan in full on 30th September 2016.

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 actions caused concern to the service user due to your delay in repaying the loan.
- 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 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 four 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 were 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.
- Your initial non-repayment of the loan appears to have caused some degree of distress and concern to the elderly service user.
- You left your employment without repaying the loan, and only repaid when pressure was applied from the Council.

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

- You have now repaid the loan 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.

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 November 2016. A record of the warning has been placed on your entry in the Register for a period of four years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 15th November 2016.

Patricia Higgins

Patricia Higgins
Director of Regulations and Standards

15th November 2016

Date