

Notice of Decision

Registrant	RADU SANDU
Registration number	6014691
Part of Register	2
Sanction	Warning to remain on your registration for a period of two years
Date of Effect	11th January 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 two years.

Misconduct

The misconduct is:-

- 1) that during a nightshift of 22nd/23rd May 2017 at Karuna Care Home, you deliberately went to sleep whilst on duty and failed to carry out the required night-checks on residents within Karuna Care Home.

Reasons

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

- By sleeping on duty you wilfully disregarded your responsibilities for the care and safety of resident's under your supervision.
- By sleeping on duty you placed residents at risk of potential harm.

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:

- 2.6 Being reliable and dependable.

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 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.
- 6.4 Maintaining clear and accurate records as required by procedures established for your work.

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 two years.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- You were aware of the need to be fully awake and alert
- By deliberately sleeping whilst on duty you placed residents at risk of harm

The following mitigating circumstances were considered in reaching this decision:

- You made an early admission of guilt to your employer
- You have demonstrated insight regarding your actions
- You have expressed remorse for your actions
- You have no previous record of misconduct with the Council
- There is no evidence that actual harm occurred to any resident under your supervision

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 23rd December 2017. A record of the warning has been placed on your entry in the Register for a period of two years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 11th January 2018.

Pamela Higgins
Director of Regulation and Standards

11th January 2018
Date