

Notice of Decision

Registrant	Michelle Wilson
Registration number	2017229
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of 1 year
Date of Effect	19 April 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 1 year.

Misconduct

That whilst working as a Senior Residential Support Worker at Slieve Roe House, Killeel:

- a. During the period 1 April 2017 until 17 August 2017 you excessively used the internet for personal use and financial gain during work time to run your own private business. This amounted to 47.25 hours.
- b. That by your actions set out above you disregarded your responsibility for the care and safety of vulnerable service users in your care.

Reasons

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

- The public has the right to expect that the social care workers, in whom it places its trust and confidence to work responsibly with service users, do not behave in a way, in work or outside work, which will call into question their suitability to work in social care services.
- The public has a right to have confidence in social care services. By excessively using the internet when in work, you wilfully disregarded your responsibilities for the care and safety of the service users in your care and therefore undermined that public confidence.
- 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 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.
- 5.9 Use social media or social networking sites or other forms of electronic communication in a way that contravenes professional boundaries, organisational guidelines or NISCC standards.

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 1 year.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- At the time of the misconduct you were in a position of responsibility as a Senior Residential Support Worker.
- The misconduct occurred at work.
- You failed to fulfil the responsibilities placed on you as a NISCC registered member of staff.
- The amount of time spent on the internet during working hours was substantial.

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

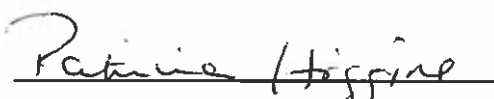
- You have no previous record of misconduct with the Council.
- You have co-operated with the NISCC investigation.
- You have offered mitigation in respect of the allegations.
- You have a previous good work history.
- You have repaid all monies owed to the Southern Health and Social Care Trust for time spent on the internet during work.
- There is no evidence of actual harm having occurred to service users.
- Your early admission and apology to your employer.
- The Council is satisfied that the risk of repetition of the behaviour is low.

Consent

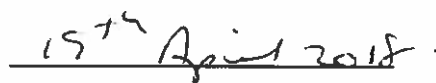
Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 27 March 2018. A record of the warning has been placed on your entry in the Register for a period of 1 year and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 19 April 2018.



Director of Regulation and Standards



Date