

Notice of Decision

Registrant	George Martin
Registration number	4056965
Part of Register	Social care worker
Town of employment	Glasgow
Sanction	Warning to stay on your registration for a period of 48 months
Date of effect	11 April 2025

This is notice of a decision of the Scottish Social Services Council (SSSC).

Our decision

We decided:

1. that based on the facts found your fitness to practise is impaired, as defined in Rule 2 of Part 1 of the Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021
2. to place a warning on your registration, on the part of the Register for social care workers for a period of four years.

Findings of fact

We decided there is evidence that:

Whilst employed as a Support Worker by Community Lifestyles Limited, you:

1. on or around 24 March 2020, did attend work under the influence of alcohol
2. on or around 7 November 2022, did attend work under the influence of alcohol
3. on 7 March 2023 at Glasgow Sheriff Court, were convicted of an offence, in that:

- a. on 7 November 2022 on a road or other public place, you did drive a motor vehicle after consuming so much alcohol that the proportion of it in your breath was 75 microgrammes of alcohol in 100 millilitres of breath which exceeded the prescribed limit, namely 22 microgrammes of alcohol in 100 millilitres of breath; contrary to the Road Traffic Act 1988, Section 5(1)(a)

4. did commit the offence at allegation 3 in the course of your employment

And that your fitness to practise is impaired due to your misconduct at allegations 1, 2 and 4, and your conviction at allegation 3.

Reasons for finding your fitness to practise is impaired

1. Your fitness to practise is impaired because:
 - a. A social services worker must be reliable and dependable and avoid behaviours that could put themselves or others at risk. You attended for work under the influence of alcohol on two occasions, one of which led to you being convicted for drink driving. In both instances, your actions could have put vulnerable people and members of the public at risk of harm. Your behaviour fell far below the standards expected of registered workers.
 - b. Your behaviour was serious and could have had severe consequences, although there is no evidence of any actual harm caused. You were not driving a person using services while you were under the influence, and there is no indication that you would have done so in your role. There was a pattern of two separate incidents involving very similar behaviour in similar circumstances, albeit they took place more than two years apart. This suggests there is a risk that similar behaviour could be repeated which would lead to further public protection risks. Your behaviour calls into question your suitability to work in social care. Your behaviour damaged the reputation of the profession and requires to be marked as unacceptable.
2. In relation to findings of fact 1 and 2 you have failed to follow parts 2.4, 5.7, 5.8 and 6.1 of the SSSC Code of Practice for Social Service Workers in force from 1 November 2016.

The sanction

After referring to our Decisions Guidance, we decided the appropriate sanction is to place a warning on your registration for a period of four years.

Reasons for the sanction

When making our decision we considered the following factors:

Factors of concern

- In both instances, the conduct occurred in a work setting while you were responsible for service users
- There were two incidents of similar behaviour over a period of almost 3 years, suggesting a pattern of behaviour.

Factors in your favour

- You have shown some insight and remorse to your employer and [information redacted]
- There was no actual harm caused to others by your actions

Documents we have referred to

When making our decision, we referred to the documents:

- Regulation of Care (Scotland) Act 2001
- Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021
- Decisions Guidance for Fitness to Practise Panels and Scottish Social Service Council staff.

Imposing the warning on your registration

Under the Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021, we can impose a warning on your registration if you do not ask for a hearing.

We wrote to you on February 24 2025 to tell you we wanted to place a warning on your registration. After explaining the consequences of not asking for a hearing, and recommending you take legal advice, you have not asked that the

case is referred to a Fitness to Practise Panel. We are therefore permitted by the Rules to impose this warning on your registration.

Date of effect

The notice comes into effect on 11 April 2025