
STATUTORY RULES OF NORTHERN IRELAND

2007 No. 236

**The Residential Family Centres
Regulations (Northern Ireland) 2007**

PART III

CONDUCT OF RESIDENTIAL FAMILY CENTRES

Employment of staff

- 19.**—(1) The registered person shall—
- (a) ensure that all permanent appointments are subject to the satisfactory completion of a period of probation; and
 - (b) provide all employees with a job description outlining their responsibilities.
- (2) The registered person shall operate a disciplinary procedure which, in particular—
- (a) provides for the suspension of an employee where necessary in the interests of the safety or welfare of children accommodated in the residential family centre;
 - (b) provides that the failure on the part of an employee to report an incident of abuse, or suspected abuse of a child accommodated in the residential family centre to an appropriate person is a ground on which disciplinary proceedings may be instituted.
- (3) For the purposes of paragraph (2)(b), an appropriate person is—
- (a) the registered person;
 - (b) an officer of the Regulation and Improvement Authority;
 - (c) a police officer;
 - (d) an officer of the HSS trust in whose area the residential family centre is situated; or
 - (e) an officer of the National Society for the Prevention of Cruelty to Children.
- (4) In paragraph (2), “child” also includes a parent who is under the age of 18.
- (5) The registered person shall ensure that all persons employed by him—
- (a) receive appropriate training, supervision and appraisal; and
 - (b) are enabled from time to time to obtain further qualifications appropriate to the work they perform.