

Case Examiner Decision
Brittney Scott – SW137622
FTPS-21227

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The role of the case examiners

The case examiners perform a filtering function in the fitness to practise process, and their primary role is to determine whether the case ought to be considered by adjudicators at a formal hearing. The wider purpose of the fitness to practise process is not to discipline the social worker for past conduct, but rather to consider whether the social worker's current fitness to practise might be impaired because of the issues highlighted. In reaching their decisions, case examiners are mindful that Social Work England's primary objective is to protect the public.

Case examiners apply the 'realistic prospect' test. As part of their role, the case examiners will consider whether there is a realistic prospect:

- the facts alleged could be found proven by adjudicators
- adjudicators could find that one of the statutory grounds for impairment is engaged
- adjudicators could find the social worker's fitness to practise is currently impaired

If the case examiners find a realistic prospect of impairment, they consider whether there is a public interest in referring the case to a hearing. If there is no public interest in a hearing, the case examiners can propose an outcome to the social worker. We call this accepted disposal and a case can only be resolved in this way if the social worker agrees with the case examiners' proposal.

Case examiners review cases on the papers only. The case examiners are limited, in that, they are unable to hear and test live evidence, and therefore they are unable to make findings of fact.

Decision summary

Decision summary	
Preliminary outcome	20 December 2024
	Information requested Submissions requested
Preliminary outcome	26 February 2025
	Accepted disposal proposed – conditions of practice order (3 years)
Preliminary outcome	11 March 2025
	Accepted disposal proposed (amended) – conditions of practice order (3 years)
Final outcome	8 April 2025
	Accepted disposal – conditions of practice order (3 years)

Executive summary

This case was initially allocated to case examiners in August 2024. Prior to the delivery of a case examiner decision, it was established that there was potential further information of relevance. The case was therefore placed on hold until December 2024.

In December 2024, the case examiners determined that there was evidence held by the regulator, but not provided in the evidence bundle, which would be relevant to this fitness to practise case. The case examiners also noted that the most recent interim order review decision was not available to them and would likely be relevant

to their decision making. The case examiners therefore adjourned and requested further information, along with updated submissions from the social worker.

Upon receipt of an updated case file, the case examiners reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1 and 2 being found proven by the adjudicators.
2. There is a realistic prospect of regulatory concern 1 being found to amount to the statutory grounds of adverse physical or mental health, and regulatory concern 2 being found to amount to the statutory grounds of misconduct.
3. For regulatory concerns 1 and 2, there is a realistic prospect of adjudicators determining that the social worker's fitness to practise is currently impaired.

The case examiners did not consider it to be in the public interest for the matter to be referred to a final hearing and that the case could be concluded by way of accepted disposal.

As such, the case examiners requested that the social worker be notified of their intention to resolve the case with a conditions of practice order of 3 years duration. The social worker's representative responded on 9 March 2025 requesting amendments to the conditions of practice proposed. The case examiners agreed to some, but not all, amendments and issued a revised proposal to the social worker. The social worker accepted the case examiners' revised proposal.

The case examiners have considered all of the documents made available within the evidence bundle. Key evidence is referred to throughout their decision and the case examiners' full reasoning is set out below.

Anonymity and redaction

Elements of this decision have been marked for redaction in line with our Fitness to Practise Publications Policy. Text in [REDACTED] will be redacted from both the complainant's and the published copy of the decision.

The complaint and our regulatory concerns

The initial complaint

The complainant	The complaint was raised by the social worker's former employer, Lancashire County Council
Date the complaint was received	10 October 2022
Complaint summary	It is alleged that the social worker has a health condition which impacts on their practice, and that they did not keep their employer informed of ongoing health issues.

Regulatory concerns

Whilst registered as a social worker:

1. You have a health condition as set out in Schedule 1 which impacts on your ability to practice as a social worker.

Schedule 1



2. You did not inform your employer of your ongoing health problems.

The matters outlined in regulatory concern 1 amount to the statutory grounds of adverse physical or mental health.

The matters outlined in regulatory concern 2 amount to the statutory grounds of misconduct.

Your fitness to practise is impaired by reason of misconduct and / or adverse physical or mental health.

Preliminary issues

Investigation		
Are the case examiners satisfied that the social worker has been notified of the grounds for investigation?	Yes	☒
	No	☐
Are the case examiners satisfied that the social worker has had reasonable opportunity to make written representations to the investigators?	Yes	☒
	No	☐
Are the case examiners satisfied that they have all relevant evidence available to them, or that adequate attempts have been made to obtain evidence that is not available?	Yes	☒
	No	☐
Are the case examiners satisfied that it was not proportionate or necessary to offer the complainant the opportunity to provide final written representations; or that they were provided a reasonable opportunity to do so where required.	Yes	☒
	No	☐

Requests for further information or submissions, or any other preliminary issues that have arisen

Amendments to the regulatory concerns

The case examiners amended the final part of the regulatory concerns (impairment) to clarify that they would be considering whether the social worker is impaired on the statutory grounds of misconduct and / or adverse physical or mental health.

The case examiners were satisfied that the amendments they had made were minor but noted that the social worker would nevertheless have opportunity to comment given the case would be returned to them for comment on additional evidence.

Request for further information and submissions

[REDACTED]

In addition to the above, it was suggested in the available case documentation that there had been a further interim order review, in or around October 2024. The case examiners requested a copy of the interim order decision, in order to support their assessment of the case.

Once all documentation has been obtained and added to the evidence file, the case examiners considered that investigators might wish to share a copy with the social worker and provide opportunity for further submissions.

Update – February 2025

The case examiners received an updated case file, including copies of relevant evidence as requested and a copy of the latest interim order review hearing decision.

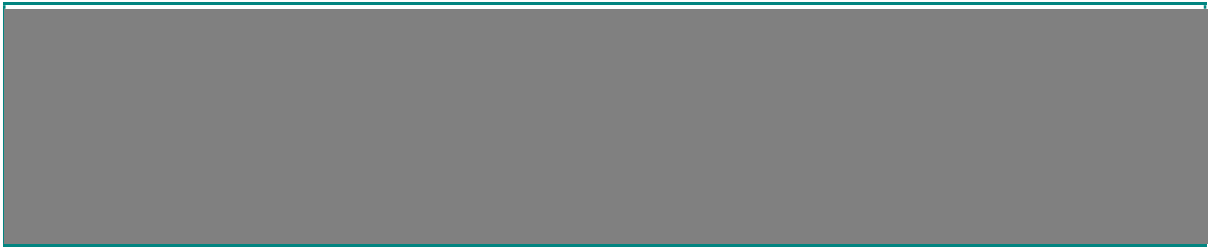
Before proceedings to consider the case, the case examiners made one final minor amendment to the regulatory concerns. [REDACTED]

[REDACTED]

The case examiners were satisfied that the amendment they had made was minor and it would therefore be unnecessary and disproportionate to seek further submissions from the social worker.

The realistic prospect test

Fitness to practise history



Decision summary

Is there a realistic prospect of the adjudicators finding the social worker's fitness to practise is impaired?	Yes	☒
	No	☐

The case examiners have determined that there is a realistic prospect of regulatory concerns 1 and 2 being found proven, that those concerns could amount to the statutory grounds of adverse physical or mental health (regulatory concern 1) and misconduct (regulatory concern 2), and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

Whilst registered as a social worker:

- 1. You have a health condition as set out in Schedule 1 which impacts on your ability to practice as a social worker.**

Schedule 1



The case examiners have had sight of a medical assessment report prepared for the regulator, dated 29 November 2023. The document suggests a diagnosis of



The case examiners are aware that the social worker has questioned whether the diagnosis provided in the report is appropriate/accurate. However, the case examiners are satisfied that the medical assessment available to them is sufficient to suggest that there is appropriate evidence in support of the concern before the

regulator. The case examiners noted that the assessor who completed the report was clear that it was their “firm opinion” that the diagnosis, which had previously been documented by health services and a consultant, was valid.

In light of the above, the case examiners have considered whether there is evidence that may suggest the social worker’s health condition has the potential to impact upon their ability to practice. In considering this question, the case examiners noted the following key evidence:

- A chronology provided by the complainant suggests that between 25 May 2022 and 11 November 2022 there was a significant decline in the social worker’s health. Information provided suggests that the social worker attended A&E several times in August and September 2022 [REDACTED]
- The evidence suggests that a specialist nurse informed the complainant on 27 September 2022 that the social worker had been discussed at a meeting to review regular attenders at a hospital A&E department. The evidence suggests there was a link to the social worker’s practice discussed at the meeting, [REDACTED]
- The complainant has reported that professionals who were allocated the social worker’s cases when they left the authority raised concern about what they found. It was suggested that service users had been provided with inaccurate and/or inappropriate information by the social worker regarding closure of cases, completion of assessments, and contact between a child and a convicted sex offender. The complainant has been clear that they consider the information provided by the social worker to have been incorrect, inappropriate, and that it did not have managerial oversight or approval.
- In reviewing the medical assessment obtained on behalf of the regulator, the case examiners noted that it describes the social worker’s health condition as [REDACTED]

- The case examiners also noted that in their report, the medical assessor is clear that they considered the social worker able to continue practising social work, provided sufficient conditions are in place for monitoring and oversight. It is indicated that there is a risk of recurrence attached to the social worker's health condition, and that in certain circumstances [REDACTED] [REDACTED] the social worker would not be fit to practise and would need to take a period of time off work.

In light of the above, the case examiners are satisfied that the evidence suggests the social worker has the health condition described in regulatory concern 1, and that it has the potential to impact upon their ability to practise.

Accordingly, there is a realistic prospect of regulatory concern 1 being found proven.

2. You did not inform your employer of your ongoing health problems.

The case examiners observed within evidence provided by the complainant that they were aware of concerns raised by a previous employer of the social worker, in respect of the social worker's health. [REDACTED]
[REDACTED]

The available evidence suggests the complainant made arrangements to support the social worker during their employment, which included reducing tasks, providing regular check-ins, and offering flexibility with working hours to accommodate changes in medication. The complainant reports that they held discussions with the social worker from the outset of employment about the need for the social worker to be open and honest about their health, in order to ensure that appropriate support plans could be implemented.

The complainant's evidence suggests, however, that in September 2022, they were informed by medical professionals that the social worker had been discussed at a meeting to review regular attenders at a hospital A&E department. The evidence suggests that the complainant had not previously been aware of the issues of concern that were drawn to their attention. Concerns were expressed by medical professionals [REDACTED]
[REDACTED]

The case examiners noted that within an email sent by the social worker to the complainant on 13 October 2022, they expressed remorse for not having been more honest with their line manager.

In light of the above, there is a realistic prospect of regulatory concern 2 being found proven.

Grounds

Adverse physical or mental health

The case examiners have referred to the regulator's guidance on health concerns which explains that regulatory intervention and oversight will not always be necessary in cases of ill health. However, it may be necessary where a social worker has a health condition that may pose a risk to the public if not adequately managed, and where there is evidence calling into question the ability of the social worker to manage their condition or limit their practice adequately.

In this case, the case examiners have already found evidence to suggest the social worker's health condition may impact upon their practice as a social worker (as set out at the facts stage). The case examiners are therefore satisfied that the evidence suggests the social worker may pose a risk to the public if their health is not adequately managed.

With regards to the social worker's ability to manage their condition or adequately limit their practice, the case examiners considered the following key points:

- With reference to regulatory concern 2, the case examiners are mindful that the evidence suggests the social worker was asked to be open and honest about their health with their employer and may not have done so. It is of paramount importance that if a social worker's health has the potential to impact upon their practice, they are candid with their employer to ensure that appropriate support is in place, or to ensure practice is limited where necessary.
- The available evidence includes references to the social worker having informed health professionals that they have prioritised continued work (over their health) on occasions, as their social work role is important to them.
- There is some evidence from the complainant to suggest that there were concerns identified with the social worker's practice, which would appear to coincide with a period of ill health. As set out above, the extent of the social worker's ill health at that time appears to have been concealed from the complainant, and therefore it could not be adequately managed.

In light of the above, for regulatory concern 1 there is a realistic prospect of adjudicators determining that the statutory grounds of adverse physical or mental health are engaged.

Misconduct

The case examiners are aware that there is no legal definition of misconduct, but it generally would consist of serious acts or omissions, which suggest a significant departure from what would be expected of the social worker in the circumstances. This can include conduct that takes place in the exercise of professional practice, and also conduct which occurs outside the exercise of professional practice, but calls into question the suitability of the person to work as a social worker.

To help them decide if the evidence suggests a significant departure from what would be expected in the circumstances, the case examiners have considered the following standards, which were applicable at the time of the concerns.

Social Work England – Professional Standards (2019)

As a social worker, I will:

2.1 Be open, honest, reliable and fair.

6.6 Declare to the appropriate authority and Social Work England anything that might affect my ability to do my job competently or may affect my fitness to practise, or if I am subject to criminal proceedings or a regulatory finding is made against me, anywhere in the world.

With regards to regulatory concern 2, the case examiners are satisfied that adjudicators could consider there to have been a departure from the professional standards outlined above. The available evidence suggests the social worker was expected to be candid with their employer about their health. The case examiners consider the social worker therefore had a dual responsibility to have been open about health challenges they were experiencing, in light of both the professional standards and expectations separately communicated to the social worker by the complainant.

The case examiners are also satisfied that adjudicators could reasonably consider the departure from the professional standards to have been significant. This is because the available evidence suggests the complainant was aware of the potential for the social worker's health to impact upon their ability to practise safely and effectively, given concerns had arisen in a previous social work role. The requirement for transparency was therefore of great importance, as without a frank understanding of the state of the social worker's health and wellbeing, the complainant was not able to properly assess what support the social worker might require, or what measures might be necessary to reduce any potential risk of harm posed by the social worker's continued professional practice.

In light of the above, for regulatory concern 2 there is a realistic prospect of adjudicators determining that the statutory grounds of misconduct are engaged.

Impairment

Assessment of impairment consists of two elements:

1. The personal element, established via an assessment of the risk of repetition.
2. The public element, established through consideration of whether a finding of impairment might be required to maintain public confidence in the social work profession, or in the maintenance of proper standards for social workers.

Personal element

With regards to the concerns before the regulator, the case examiners have given thought to their guidance, as set out below.

Guidance in respect of adverse physical or mental health

The regulator's guidance on health concerns explains that with some health conditions it may be unrealistic to require that a social worker displays complete insight into the facts of their health condition. The guidance explains that the important factors in terms of future risk are whether the social worker has sufficient insight to:

- recognise the onset of symptoms of their illness
- act appropriately by limiting or stopping practising as necessary
- fully engage with whatever protective and supportive measures are in place to manage their condition

For social workers who do not accept a diagnosis, as is the case in this case, the guidance explains that a social worker may be capable of demonstrating sufficient insight by:

- agreeing the primary importance of public protection
- identifying and accepting when they may need to limit or stop their practice
- following any recommendations and directions about managing their condition

A core component in the above requirements is transparency with employers about health involvement and co-operation of the social worker with strategies to manage

Guidance in respect of conduct

The regulator's guidance explains that the case examiners should give consideration to whether the matters before the regulator are easily remediable, and whether the social worker has demonstrated insight and/or conducted remediation to the effect that the risk of repetition is highly unlikely.

The social worker's health

As the case examiners have set out earlier in this decision, the available evidence suggests that a medical assessor appointed by the regulator considered the social worker able to continue practising social work, provided sufficient conditions are in place for monitoring and oversight. It is indicated that there is a risk of recurrence attached to the social worker's health condition, and that in certain circumstances

the social worker would not be fit to practise and would need to take a period of time off work.

In reviewing the evidence before the case examiners, they note that the social worker has not consistently demonstrated an ability to fully manage their health, or limit practice where necessary. However, in the time since the concerns in this case arose, the available evidence would appear to suggest the social worker has worked hard to better manage their health, and the case examiners were encouraged by this. The case examiners therefore consider there to be some positive evidence towards the third factor for consideration set out above (engagement with protective and supportive measures).

With regards to the first and second factors, however, the case examiners' confidence is less assured. This is not through any fault of the social worker, but as they have not held a social work role in a number of years the case examiners consider the social worker's ability is as yet untested in respect of recognising the onset of symptoms and acting appropriately to limit or stop practice. The case examiners consider such testing crucial

The case examiners were also concerned by the social worker's submissions to the regulator, which were brief and did not offer any insight from the social worker as to

the risks of harm that arose in their previous employment. The case examiners would have hoped to hear more on this point from the social worker.

In considering the above in the round, the case examiners can only conclude that the social worker has not yet had the opportunity to fully demonstrate that they can manage their health whilst in professional practice. The case examiners therefore consider that a risk requiring oversight by the regulator remains.

The social worker's conduct

With regards to regulatory concern 2, the case examiners consider the conduct could be easily remedied by way of the social worker demonstrating an understanding of the need for their employers to have a full understanding of their health, and of any health issues that arise.

The case examiners are mindful that there is a reasonable argument that could be made that the social worker's conduct in this case might be explained by their health. Certainly, the evidence would suggest the two matters are linked.

However, in the case examiners' view, the available evidence would appear to suggest the social worker sought to conceal a serious decline in their health from their employer, and that as a consequence there may have been some avoidable impact on the social worker's ability to practise safely and effectively. The available evidence may also suggest that a part of the social worker's reason for doing so was in order to prioritise their own needs (that is, to continue to work within their profession). In such circumstances, the case examiners consider that they must be cautious to exclude the social worker's alleged misconduct from any continued oversight by the regulator.

In reviewing the social worker's submissions in respect of regulatory concern 2, the case examiners were concerned that the social worker does not appear to have demonstrated appropriate insight. As set out above, the case examiners would have hoped to have heard more from the social worker on the risk of harm that arose as a result of a decline in their health and the importance of being candid with employers in order to ensure appropriate risk management strategies and support can be put in place.

In the absence of evidence of sufficient evidence of insight, the case examiners can only conclude that a risk of repetition remains.

Public element

The case examiners have next considered whether the social worker's actions have the potential to undermine public confidence in the social work profession, or the maintenance of proper standards for social workers.

As the case examiners have set out in their consideration of the personal element, they consider the available evidence to suggest ongoing oversight by the regulator is required, both in terms of the social worker's management of their health and their ability or willingness to be candid with their employers about any health issues that arise.

In such circumstances, the case examiners consider that a failure to find impairment could significantly impact upon public confidence in the social work profession, and in the maintenance of proper professional standards for social workers.

Accordingly, there is a realistic prospect of adjudicators determining that the social worker's fitness to practise is impaired.

The public interest

Decision summary

Is there a public interest in referring the case to a hearing?	Yes	☐
	No	☒

Referral criteria

Is there a conflict in the evidence that must be resolved at a hearing?	Yes	☐
	No	☒
Does the social worker dispute any or all of the key facts of the case?	Yes	☒
	No	☐
Is a hearing necessary to maintain public confidence in the profession, and/or to uphold the professional standards of social workers?	Yes	☐
	No	☒

Additional reasoning

The case examiners are satisfied that there is no conflict in the primary / independent evidence before them, and that this case could reasonably be resolved without a hearing.

The case examiners have noted in this decision that the social worker does not wholly recognise or agree with the diagnosis put forward by the regulator's medical assessor.

However, the case examiners are satisfied that they may nevertheless proceed with an accepted disposal proposal as although the social worker does not necessarily accept the exact diagnosis, they do accept that they have a health condition and that there is a concern that if their health is unmanaged there could be a risk of harm to the public.

Interim order

The case examiners note that there is an interim conditions of practice order currently in effect, which would be revoked upon enactment of accepted disposal, should it be agreed by the social worker.

Accepted disposal

Case outcome

Proposed outcome	No further action	☐
	Advice	☐
	Warning order	☐
	Conditions of practice order	☒
	Suspension order	☐
	Removal order	☐
Proposed duration	3 years	

Reasoning

Having found that a realistic prospect the social worker's fitness to practise is currently impaired, the case examiners then considered what, if any, sanction they should propose in this case. The case examiners have taken into account the sanctions guidance and health concerns guidance published by Social Work England. They are reminded that a sanction is not intended to be punitive but may have a punitive effect and have borne in mind the principle of proportionality and fairness in determining the appropriate sanction.

The case examiners are also mindful that the purpose of any sanction is to protect the public which includes maintaining public confidence in the profession and Social Work England as its regulator and upholding proper standards of conduct and behaviour.

The case examiners have taken into account the principle of proportionality by weighing the social worker's interests with the public interest when considering each available sanction in ascending order of severity.

In determining the most appropriate and proportionate outcome in this case, the case examiners have considered the available options in ascending order of seriousness.

No further action, advice and warning

The case examiners consider that the outcomes of no further action, advice, and warning order would be insufficient in this case. In reaching this conclusion, they reminded themselves that the regulator's guidance is clear that all three outcomes, which offer no restriction to a social worker's practice, are not appropriate where a risk of repetition remains, or where a risk in respect of the management of a health condition has been identified.

Conditions of practice order

With reference to the regulator's sanctions guidance, the case examiners note the following:

Conditions of practice may be appropriate in cases where (all of the following):

- *the social worker has demonstrated insight*
- *the failure or deficiency in practice is capable of being remedied*
- *appropriate, proportionate, and workable conditions can be put in place*
- *decision makers are confident the social worker can and will comply with the conditions*
- *the social worker does not pose a risk of harm to the public by being in restricted practice*

In the case examiners' view, a conditions of practice order would be a proportionate outcome in this case. The case examiners reminded themselves that the regulator's medical assessor was clear that the social worker could continue in practice, subject to oversight via conditions. The case examiners also considered that all five criteria set out above apply in this case. The case examiners were particularly reassured by the social worker's engagement with the regulator throughout the interim order process, through which they appear to have demonstrated adherence to medical advice and appropriate engagement with recommended treatment.

The case examiners did consider whether the nature of regulatory concern 2 might call into question the social worker's ability to adhere to conditions of practice, given the social worker was effectively subject to reporting conditions set by their employer. However, the case examiners were mindful that it is open to them to set conditions of practice to address this point and provide additional safeguards in the interests of protecting the public.

The length of the proposed order

The case examiners consider that a longer order may be appropriate in this case, allowing the social worker time and opportunity to find a social work role and demonstrate management of their health over a sustained period. The case examiners therefore considered that a 3 year order would be appropriate in the circumstances, and noted that it would be at the discretion of the regulator to call an early review should the evidence suggest either appropriate management, or a lack of appropriate management, of health at any point whilst the order is in effect.

The case examiners have decided to propose to the social worker a conditions of practice order of 3 years duration. They will now notify the social worker of their intention and seek the social worker's agreement to dispose of the matter accordingly. The social worker will be offered 28 days to respond. If the social worker does not agree, or if the case examiners revise their decision regarding the public interest in this case, the matter will proceed to a final hearing.

Content of the conditions of practice

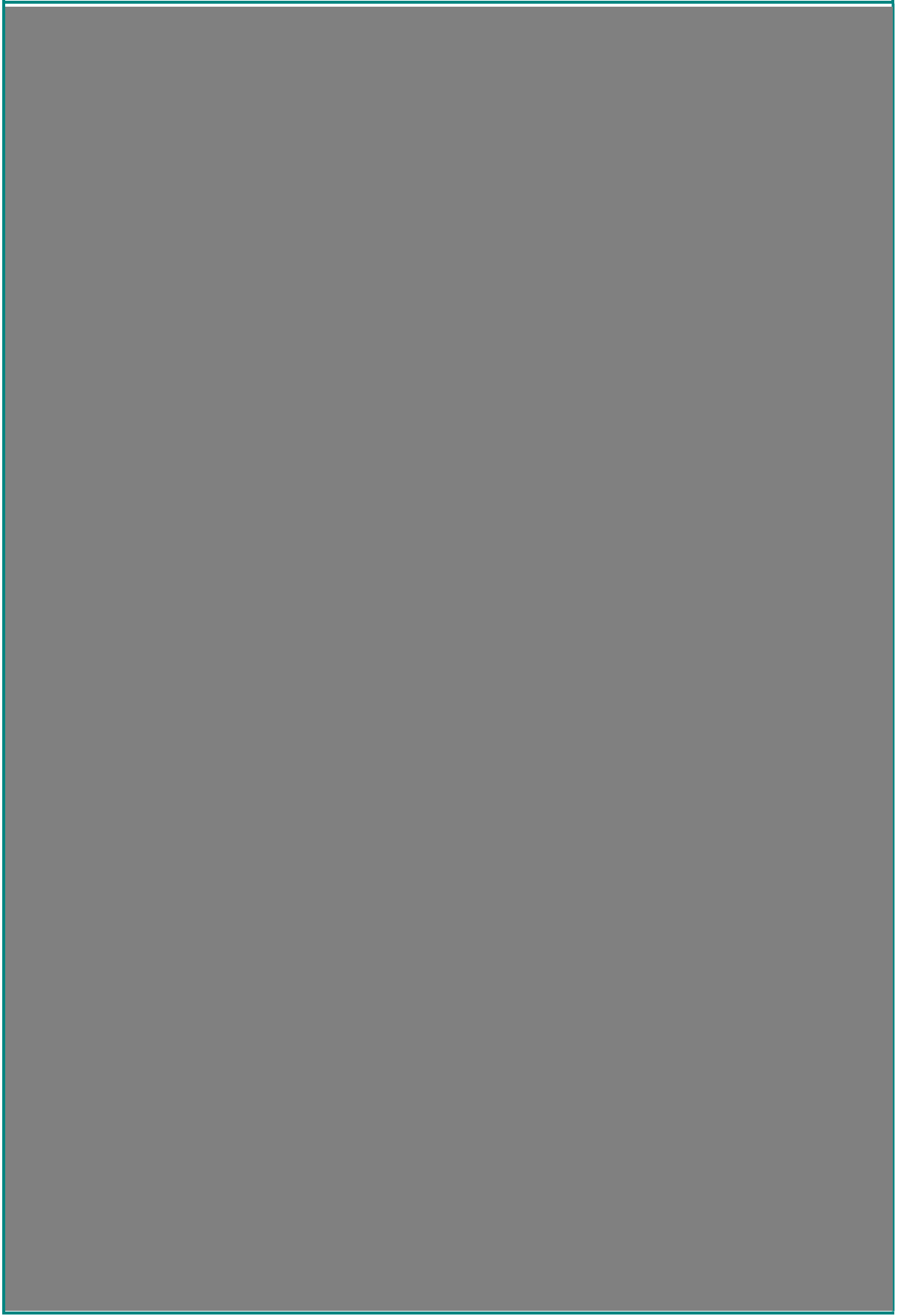
Conditions 1-19 (inclusive) should be in place for a 3 year period. In accordance with paragraph 15 of Schedule 2 of The Social Workers Regulations 2018, the regulator must review the conditions of practice order before its expiry. The social worker and/or Social Work England can seek early review if new evidence becomes available to suggest the current order needs to be varied, replaced or removed.

1. You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.
2. You must allow Social Work England to exchange information with your employer, agency or any organisation with which you have a contract or arrangement to provide social work or educational services, and any reporter referred to in these conditions.
3. a. At any time you are providing social work services, which require you to be registered with Social Work England, you must agree to the appointment of a

reporter nominated by you and approved by Social Work England. The reporter must be on Social Work England's register.

b. You must not start or continue to work until these arrangements have been approved by Social Work England.

5. You must inform Social Work England within 7 days of receiving notice of any formal disciplinary proceedings taken against you from the date these conditions take effect.
6. You must inform Social Work England within 7 days of receiving notice of any investigations or complaints made against you from the date these conditions take effect.
7. You must inform Social Work England if you apply for social work employment / self-employment (paid or voluntary) outside England within 7 days of the date of application.
8. You must inform Social Work England if you are registered or subsequently apply for registration with any other UK regulator, overseas regulator or relevant authority within 7 days of the date of application [for future registration] or 7 days from the date these conditions take effect [for existing registration].
9. You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection 6 months after these conditions take effect, focusing on how your conduct, for matters relating to this case (regulatory concern 2 – the importance of being open and honest with your employers about your health and any changes in your health), was allegedly below the accepted standard of a social worker, outlining what you should have done differently.



18. You must provide a written copy of your conditions, within 7 days from the date these conditions take effect, to the following parties confirming that your registration is subject to the conditions listed at 1 to 17, above:

- Any organisation or person employing or contracting with you to undertake social work services whether paid or voluntary.
- Any locum, agency or out-of-hours service you are registered with or apply to be registered with in order to secure employment or contracts to undertake social work services whether paid or voluntary (at the time of application).
- Any prospective employer who would be employing or contracting with you to undertake social work services whether paid or voluntary (at the time of application).
- Any organisation, agency or employer where you are using your social work qualification/knowledge/skills in a non-qualified social work role, whether paid or voluntary.

You must forward written evidence of your compliance with this condition to Social Work England within 14 days from the date these conditions take effect.

19. You must permit Social Work England to disclose the above conditions, 1 to 3, 5 to 9 and 18, to any person requesting information about your registration status.

Response from the social worker

The case examiners have received an email sent by the social worker's representative, dated 9 March 2025. Within the email, the representative explained

that the social worker was open to the proposed disposal of the case, but did not want to find themselves unable to meet the conditions of practice through no fault of their own. The representative therefore requested two amendments:

Case examiners' response

The case examiners have carefully considered the social worker's proposed amendments and have set out their determinations and considerations below.

Next steps

The case examiners have agreed to the first amendment requested by the social worker, but not the second. The case examiners have also made one further amendment to an existing condition, in order to ensure it complies with the regulator's guidance.

The social worker should be offered 14 days to consider this revised accepted disposal proposal.

Response from the social worker

The case examiners received a completed accepted disposal response form, dated 4 April 2025, which included the following declaration:

I have read the case examiners' decision and the accepted disposal guide. I admit the key facts set out in the case examiner decision, and that my fitness to practise is impaired. I understand the terms of the proposed disposal of my fitness to practise case and accept them in full.

Case examiners' response and final decision

The case examiners have considered the public interest in this matter and, as they have not been presented with any new evidence that might change their previous assessment, they are satisfied that it remains to be the case that the public interest in this instance may be fulfilled through the accepted disposal process.

The case examiners therefore direct that the regulator enact a conditions of practice order of 3 years duration.