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SW24695
FTPS-20621

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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	14 August 2024 10 September 2024
Second preliminary outcome	Accepted disposal proposed - conditions of practice order (18 months)
Final outcome	9 October 2024
	Accepted disposal –conditions of practice order (18 months)

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concerns [1 a-e] being found proven by the adjudicators.
2. There is no realistic prospect of regulatory concern 2 being found proven by the adjudicators, and this concern has therefore been closed at the facts stage.
3. There is a realistic prospect of regulatory concerns [1a-e] being found to amount to the statutory ground of lack of competence or capability.
4. For regulatory concerns [1a-e], 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 18 months duration.

On 10 September 2024 the social worker requested some factual amendments to the report which were actioned.

On 12 September 2024 the social worker confirmed that they had read the case examiner decision and the accepted disposal guide. The social worker signed a document confirming they accepted the key facts set out in the case examiner decision and that their fitness to practice is impaired. They confirmed that they understood the terms of the disposal of their fitness to practice case and accepted them in full.

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 only from the published copy of the decision and will therefore be shared with the complainant in their copy. Text in [REDACTED] will be redacted from both the complainant's and the published copy of the decision.

In accordance with Social Work England's fitness to practise proceedings and registration appeals publications policy, the case examiners have anonymised the names of individuals to maintain privacy. A schedule of anonymity is provided below for the social worker and complainant and will be redacted if this decision is published.

ID key
[REDACTED] Manager 1
[REDACTED] Manager 2
[REDACTED] Manager 3

The complaint and our regulatory concerns

The initial complaint

The complainant	The complaint was raised by the social worker's former employer, Norfolk County Council, hereafter referred to as 'the council.'
Date the complaint was received	29 April 2022
Complaint summary	The concerns raised relate to the social worker's performance between 2018 -2022 when it is said that they failed to demonstrate the necessary level of knowledge, skill or judgement in the areas outlined in the regulatory concerns 1 a-e. 

Regulatory concerns

Whilst registered as a social worker between 2018 to March 2022:

1. You failed to demonstrate the necessary level of knowledge, skill or judgment including in the following areas:

- a. Managing and prioritising your caseload.
- b. Following management instructions including requests to deal with urgent casework in a timely manner
- c. Timely completion and/or accuracy of casework and case recordings
- d. Communicating with service users, their family, other professionals, and/or colleagues in a timely and/or professional manner

e. Recognising and responding to risk in a timely manner

The matters outlined in regulatory concerns (1) and (2) amount to the statutory ground of misconduct and/or lack of competence or capability.

Your fitness to practise is impaired by reason of misconduct and/or lack of competence or capability.

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	☐

The realistic prospect test

Fitness to practise history

The case examiners have been informed that there is no previous 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 a-e] being found proven, that those concerns could amount to the statutory grounds of lack of competence or capability, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

1. You failed to demonstrate the necessary level of knowledge, skill or judgment including in the following areas:

a. Managing and prioritising your caseload.

b. Following management instructions including requests to deal with urgent casework in a timely manner

In considering whether the social worker failed to demonstrate the necessary knowledge, skill and judgement in the areas outlined, the case examiners have taken into

consideration the social worker was a level 2 qualified social worker who had been employed in the service since 2008. The social worker appears to have been managed by a number of people during the period of time under consideration, these are referred to as manager 1, 2 and 3 for reasons of confidentiality.

The case examiners have seen an email from manager 3 to manager 2 dated 19 May 2022, in this email they raise concerns about the social worker's practice. They say that in relation to one service user there had been safeguarding issues raised by the police on 30 November 2021, and that manager 3 had requested Domestic Abuse Stalking and Honour based Abuse (DASH) assessments were completed but this remained outstanding in February 2022.

The email (19 May 2022) from manager 3 to manager 2 contains other examples of situations where manager 3 states the social worker had not responded to urgent or high priority cases. The 'council' has provided evidence in relation to a service user referred to as H where manager 3 does not consider that the social worker has done enough to support a carer who they describe as being desperate for support.

Within the same email there are suggestions that the social worker lacks '*professional curiosity*' and may not complete, '*robust, thorough, evidence based assessments.*' It is suggested that the social worker did not complete a Mental Capacity Assessment (MCA) as expected. There are further concerns raised, for example, that the social worker did not raise a safeguarding concern in relation to a service user when the service user was given the wrong medication by carers whilst in hospital.

This email concludes with

"These are examples of my concerns that [the social worker] cannot prioritise workload, [they] cannot recognise urgent/high risk cases and act in a timely way. [The social worker] struggles to accept feedback and gets defensive, [their] lack of reflectiveness does not help [them] to develop in [their] practice."

A letter sent to the social worker following a stage 1 performance plan review held on 28 October 2021 concluded that '*Concerns about you achieving and sustaining timely progression of work, timely recording for your work and achieving a consistently good standard of practice remain.*'

The letter goes on to highlight complaints received about the social worker which had led to the perceived need for a continuation of a performance plan.

The social worker accepts in their submissions that they '*could not keep up with the pace of work.*' The social worker also accepts that they did not manage to follow management

instructions, they say this was not a deliberate act but as a result of them having too much work.

c) Timely completion and/or accuracy of casework and case recordings

The performance action plan documentation suggests that there were ongoing concerns about the completion of casework and case recording, the expectation was that assessments would be completed in 4 weeks (20 days) and that MCA would be completed within a day but with some flexibility. The case examiners have seen a document with the heading:

‘Concerns as of February 2022 which underpin the need to progress to Stage 2 Performance Management.’

This document highlights a number of issues of concern in respect of the social worker’s case work and includes:

A case where there was an open S.42 (safeguarding) enquiry since November 2021. DASH was requested by police on 30 November 2021. It is said that the social worker had suggested that a visit was being made on Friday 3 December 2021, but this had not been completed in February when the manager allegedly told the social worker that this was really concerning and asked them to visit the following day which was 11 February 2022.

Another case referred to was a safeguarding referral made in June 2021. New information is said to have been received on 4 January 2022 regarding a service user’s unwitnessed fall. A view is expressed by a manager that the social worker did not assess the risks robustly and did not discuss the risks to the service user with managers despite having 2 supervisions at the relevant time where this could and should have been discussed.

d. Communicating with service users, their family, other professionals, and/or colleagues in a timely and/or professional manner

e. Recognising and responding to risk in a timely manner

The case examiners will consider d) and e) together as they both raise concerns about the social worker’s ability to respond in a ‘timely manner’ in relation to their communications (d) and managing risk (e). Concern 1 d also raises issues about the social worker communicating in a professional manner and this is addressed separately.

Timely manner

It is suggested that a case allocated 7 December 2021, considered to be a medium to high priority, due to a risk of carer breakdown, was not contacted by the social worker despite them being asked by a manager to make contact during supervision on 27 January 2022

and again on 10 February 2022. As of 19 February 2022, it is alleged that there had been no contact made by the social worker.

There is also evidence in performance management reviews to suggest that the social worker may not have responded to complaints in a timely manner.

In March 2022 at a performance review, a decision was taken by managers that it was unsafe to allocate the social worker any further work as they were not managing to progress cases that included safeguarding concerns or were perceived to be high risk.

The case examiners have been provided with supervision records where the timeliness of the social workers responses to service users appears to have been addressed. In supervision notes dated 11 March 2020 it is recorded that the social worker is being supported extensively and this cannot continue, it also recorded that the social worker's progress will be monitored on a monthly basis.

Professional manner

The social worker was referred to occupational health (6 December 2019) as they are described as having had some 'angry outbursts' in the office. The referral to occupational health also refers to the social worker displaying 'verbally inappropriate' and 'angry' communication when on the telephone to colleagues and care providers. The referral recognises and acknowledges the social worker may be experiencing some additional personal pressures [REDACTED]

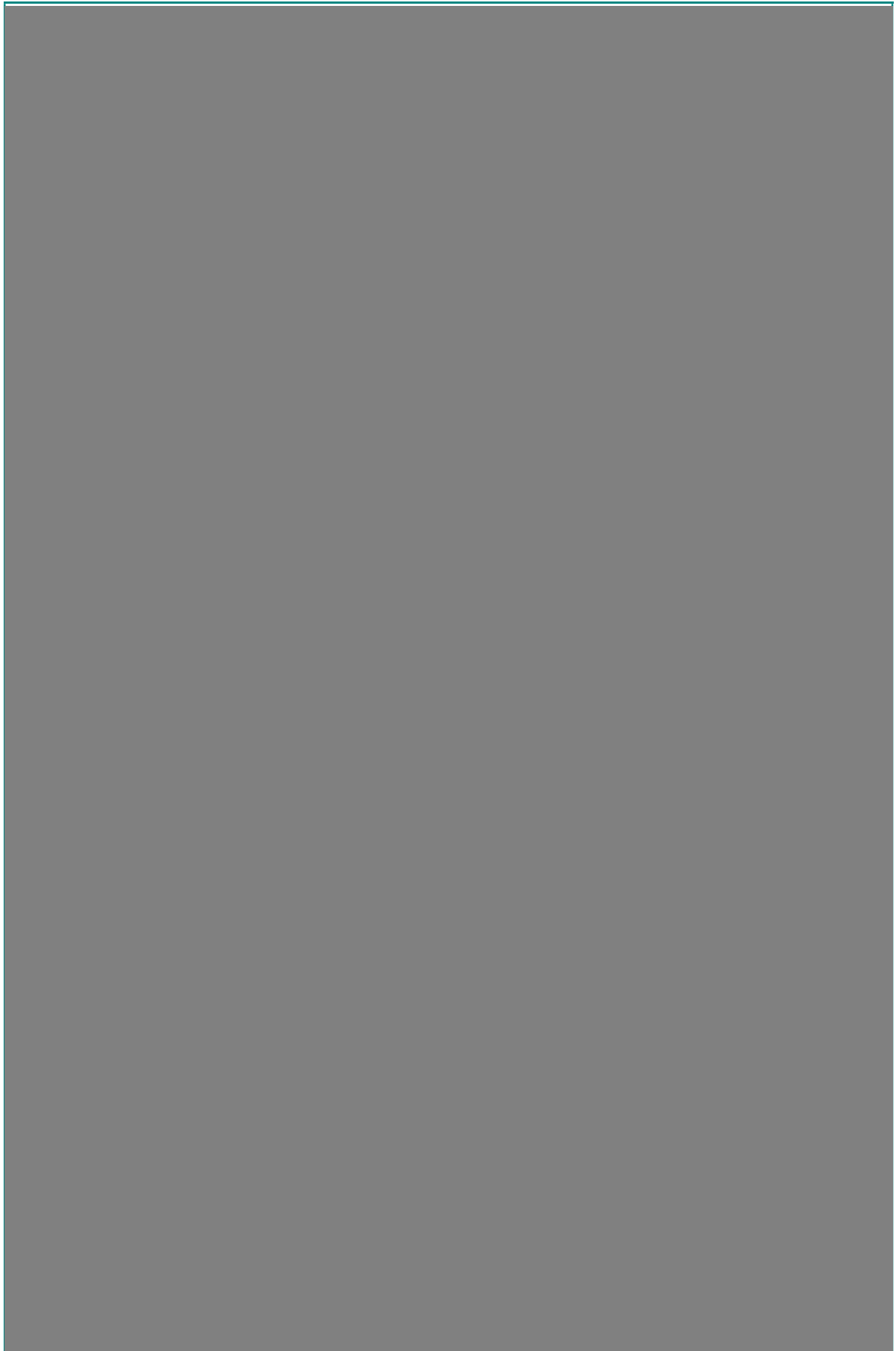
The social worker has submitted extensive submissions in relation to the concerns raised about communicating in a professional manner, detailing occasions when their communication was criticised or complained about. The social worker says that they are aware a care provider agency had described them as 'curt and stern,' and describe being surprised by this complaint. The social worker also describes an occasion when a manager at a care home asked to sit in on an assessment the social worker completed and subsequently made a complaint about 'awkward silences' during the assessment and raised concerns about when they would complete the assessment.

The case examiners have seen a number of emails sent between various managers in which concerns are raised about the social worker, one of note (16 February 2022) states

that the social worker has been 'an issue' since the manager commenced employment in the west locality, they say that various styles of supervision have been tried with the social worker, but none appear to have been effective.

The social worker left the service on 27 March 2022, when they were subject to stage two performance management. In submissions the social worker raises a number of personal issues which they consider may have impacted on their behaviour and communication style at the relevant time. The social worker accepts that they raised their voice on two occasions and shortly before leaving said to managers that they should 'sack' them. They also express a view that they were marginalised in the team.

The case examiners consider that there is a realistic prospect of adjudicators finding regulatory concern 1 (a-e) proven.



Grounds

The case examiners have found a realistic prospect that adjudicators would find 1 (a-e) capable of proof and will now consider whether the regulatory concerns capable of proof amount to the statutory ground of misconduct and/or lack of competence or capability

This case has been presented on the grounds of misconduct and/or a lack of competence or capability. The case examiners' guidance encourages them to (where possible) identify the appropriate statutory ground to proceed on, as this provides clarity as to the basis of Social Work England's case against the social worker. The case examiners are reminded, however, that in some cases they may not always be in the best position to identify one ground over another.

The case examiners will consider each in turn.

Lack of competence or capability.

Lack of competence or capability suggests a standard of professional performance which is unacceptably low. It means a social worker has demonstrated that they may lack the knowledge and skills to do their work in a safe and effective manner. The case examiner guidance also suggests that the case examiners will need to be presented with a 'fair sample' of the social worker's work over a period of time. The case examiners are satisfied that they have seen examples of the social worker's case notes, their performance plan documents and supervision records.

In their consideration of concerns 1 (a-e) the case examiners note that concerns about the social worker's practice emerged from 2018, when members of the team are said to have raised informal concerns about the social worker's performance. A formal performance management plan was initiated in November 2021, following a period of absence [REDACTED] It is clear from the evidence presented by the 'council' and the social worker's submissions that the social worker was not able to manage their workload at the relevant time, despite having a reduced caseload and extensive management support.

The social worker accepts they were unable to keep up with the pace of the work and that they did not follow management instructions, not because they were ignoring them but due to the volume of work. In submissions, the social worker talks about some personal circumstances which severely impacted them [REDACTED] and 'overwhelmed them;' this incident appears to coincide with the evidence relating to the social worker's performance and conduct [REDACTED]

[REDACTED] The case examiners consider that there is evidence to support a view that the social worker's performance at the relevant time was unacceptably low and did not address risk in a safe and effective manner, but that this was probably due to the social worker being unable to function in a pressurised work environment [REDACTED]

The social worker was employed by the council from 2008 and appears to have worked without issue for a significant period of time, this could suggest that the social worker has the necessary knowledge and skills to do the job when they are well.

In summary, the case examiners have taken the view that the evidence suggests this social worker was not capable at the relevant time to progress cases and manage risk at the level that was expected of them, and that therefore **there is a realistic prospect of adjudicators finding the social worker impaired by reason of their lack of capability or competence at the relevant time.**

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.

The case examiners are aware that when statutory grounds are plead in the alternative there are a range of interpretations possible in relation to the social worker's conduct.

Having found a realistic prospect that adjudicators would find regulatory concern 1 proven, [REDACTED] the case examiners consider that the appropriate ground to proceed on is that of lack of competence and capability.

The case examiners consider there is no realistic prospect that adjudicators would find the social worker to be impaired by reason of misconduct.

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 regard to the concerns before the regulator, the case examiners have given thought to their guidance, and they note that they 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.

Whether the conduct can be easily remedied

The case examiners consider that the conduct is remediable. The social worker appears to have worked without issue for many years prior to the period of time under consideration, and as such the case examiners consider that the social worker's dip in performance could be directly related to mitigating circumstances previously outlined.

The social worker has not been employed in a social work role since March 2022. The social worker had been working long hours in a busy hotel kitchen from May 2022, which they submit is evidence that they can work as part of a team and where there is pressure.

The social worker accepts that they would be 'rusty' should they return to the social work profession but suggest that as an experienced social worker they 'ought to be able to complete assessments.'

The social worker also speaks of the value of their reflective work, they keep a diary, which helps them to 'double down on reflection' or reflect on their reflections.

There is cogent evidence to suggest that the social worker has developed coping strategies [REDACTED]

Insight

The case examiners note the social worker has provided extensive submissions, in these they accept that 'they very much struggled to keep up' with their workload and this was the reason they were subject to performance management. The social worker appears to accept that they continued to work at a time when, given their personal circumstances, on reflection they should not have continued to do so.

In their final submissions the social worker says that they were in performance management because they were not keeping up with their workload, they say that they do not deny how much they struggled to keep up. The social worker says that they 'just kept going' [REDACTED] they say that they carried on with their social work role to try and maintain some sense of stability in their life. The case examiners consider that the social worker demonstrates insight into how they attempted to cope at the relevant time and that with hindsight they accept that they might have acted differently.

Risk of repetition

It is positive that the social worker shows insight into the issues of concern and has sought support [REDACTED]

Whilst there is evidence to suggest that the risk of repetition may be low due to the insight shown by the social worker and their efforts to address their wellbeing, the social

worker's ability to cope in a social work environment is untested and as such the case examiners conclude that the risk of repetition remains at this time.

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.

The case examiners have considered whether the social worker's conduct harmed or caused a risk of harm to service users. The social worker has acknowledged that they were not able to manage their caseload, and the case examiners have found a realistic prospect that the social worker did not meet timescales for visiting service users and as such may have placed service users at risk of harm. The case examiner guidance is clear that the risk of harm if the behaviour of concern is repeated can be as serious as actual harm caused.

The case examiners also consider that the social worker's conduct at the relevant time could undermine trust and confidence in the profession. Social workers must be able to manage and prioritise their caseload and interact with service users and other professionals in a timely and professional manner, as failure to do so could increase risk to vulnerable people.

Accordingly, the case examiners consider there is a realistic prospect of adjudicators finding the social worker to be currently 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 have noted that the social worker has indicated to the regulator that they do not consider their fitness to practise to be currently impaired. Where a social worker does not accept impairment, case examiner guidance suggests that a referral to a hearing may be necessary in the public interest.

However, the case examiners note that the guidance states the social worker must accept the matter of impairment at the point of *concluding* the case and are of the view that this does not prevent them offering accepted disposal prior to this.

The case examiners conclude that offering accepted disposal is proportionate for the following reasons:

- There is no conflict in evidence in this case and the social worker accepts the facts.
- The social worker is clear that they accept that their conduct fell short of the standards expected of them.

- The case examiners recognise that not all professionals will have an innate understanding of how and when the public interest may be engaged, or how exactly this might impact upon findings concerning current fitness to practise.
- The accepted disposal process will provide the social worker an opportunity to review the case examiners reasoning on impairment and reflect on whether they are able to accept a finding of impairment. It is open to the social worker to reject any accepted disposal proposal and request a hearing if they wish to explore the question of impairment in more detail.
- The case examiners are also of the view that the public would be satisfied to see the regulator take prompt, firm action in this case, with the publication of an accepted disposal decision providing a steer to the public and the profession on the importance of adhering to the professional standards expected of social workers in England.

Accepted disposal

Case outcome		
Proposed outcome	No further action	☐
	Advice	☐
	Warning order	☐
	Conditions of practice order	☒
	Suspension order	☐
	Removal order	☐
Proposed duration	18 Months	

Reasoning

In considering the appropriate outcome in this case, the case examiners had regard to Social Work England's sanctions guidance and reminded themselves that the purpose of a sanction is not to punish the social worker but to protect the public and the wider public interest. Furthermore, the guidance requires that decision makers select the least severe sanction necessary to protect the public and the wider public interest.

In determining the most appropriate and proportionate outcome in this case, the case examiners considered the available sanctions in ascending order of seriousness. The case examiners considered taking no further action but are of the view that this would not be appropriate in this instance as it would not satisfy the wider public interest.

The case examiners next considered whether offering advice would be sufficient. An advice order will normally set out the steps a social worker should take to address the behaviour that led to the regulatory proceedings. The case examiners believe that issuing advice is not sufficient to mark the seriousness with which they view the social worker's conduct.

The case examiners then considered a warning order. A warning order implies a clearer expression of disapproval of the social worker's conduct than some advice. When considering a warning order, case examiners can direct that a warning order will stay on the social worker's register entry for periods of one, three or five years. According to case examiner guidance, 1 year might be appropriate for an isolated incident of relatively low seriousness where the primary objective is to send a message about the professional

standards expected of social workers; 3 years might be appropriate for more serious concerns to maintain public confidence and to send a message about the professional standards expected of social workers; and 5 years might be appropriate for serious cases that have fallen only marginally short of requiring restriction of registration, to maintain confidence in the profession and where it is necessary to send a clear signal about the standards expected. The case examiners guidance paragraph 108 states that

A warning order is likely to be appropriate where (all of the following) are present:

- the fitness to practise issue is isolated or limited
- there is a low risk of repetition
- the social worker has demonstrated insight

Given the above, the case examiners do not think a warning order is suitable, this is because they do not consider the risk of repetition to be low, as it is currently untested.

In their consideration of conditions of practice, the case examiners note that their guidance would say [para 114]:

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

The case examiners consider that the social worker does demonstrate insight and that the conduct under consideration is remediable. The case examiners believe that appropriate proportionate and workable conditions can be put in place.

The case examiners have carefully considered whether the social worker can comply with conditions, noting that they are not currently employed in a social work role. In their consideration of this, the case examiners have determined that the social worker appears to have tried to comply with performance plans put in place by the council at the time in question, cooperated with the regulator [REDACTED]

this gives the case examiners confidence that the social worker has the desire to comply with conditions if these are put in place.

The case examiners consider that conditions of practice would provide a framework where the social worker's practise is carefully monitored, so that they can demonstrate, with support that they are able to rectify the issues that have given rise to these concerns.

A suspension order, the next available sanction would not appear to be proportionate as guidance would suggest that it is more appropriate when conditions would not appear to be workable, and where the issues of concern are so serious that they marginally fall short of requiring removal from the register. Furthermore, the social worker has been out of practice for a significant amount of time already and the case examiners would not wish to further distance them from the profession and deskill them if this is not necessary.

Given the above the case examiners have decided to propose to the social worker that this matter is dealt with by means of a conditions of practice order of 18 months duration. The case examiners consider that this will offer the social worker an option to return to practice, where they will be closely monitored for a period of 18 months. The case examiners consider that given the social worker's recent absence from the profession this option provides a restrictive, but supportive means by which they can continue to reflect on the issues of concern should they decide, they can accept a finding of impairment.

The case examiners have decided to propose to the social worker a conditions of practice order of 18 months 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

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 or workplace supervisor 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.
4. You must provide reports from your reporter to Social Work England every 3 months and at least 10 days prior to any review and Social Work England will make these reports available to any workplace supervisor referred to in these conditions on request.
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 work with your reporter, to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:
 - Visiting service users within timescales
 - Prioritising tasks
 - Ensuring case records are completed within timescales

10. You must provide a copy of your personal development plan to Social Work England within 4 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.
11. You must read Social Work England's 'Professional Standards' (July 2019) and provide a written reflection 2 months after these conditions take effect if you are not employed in a social work role within this period. Your reflection should focus on the issues that gave rise to these concerns and why this was allegedly below the accepted standard of a social worker. You should outline what you should have done differently.
12. You must keep your professional commitments under review and limit your social work practice in accordance with your reporter's advice.

13. You must not supervise the work of any other social worker or student social worker.
14. 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 15, 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.

15. 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.

16. You must permit Social Work England to disclose the above conditions, (1) to (17), to any person requesting information about your registration status.

Conditions 1-18 (inclusive) should be in place for an 18-month 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.

First response from the social worker

The social worker responded on 10 September 2024 suggesting a factual amendment.

Case examiners' first response and reoffer

The case examiners agreed to the suggested amendment and made the required change. The decision will now be returned to the social worker for their further consideration. The social worker will be provided with a further 14 days to respond to their proposal.

Second response from the social worker

On 12 September 2024, the social worker confirmed that they had read the case examiner decision and the accepted disposal guide. The social worker signed a document confirming they accepted the key facts set out in the case examiner decision and that their fitness to practice is impaired. They confirmed that they understood the terms of the disposal of their fitness to practice case and accepted them in full.

Case examiners' second response and final decision

The case examiners have reviewed their decision, paying particular regard to the overarching objective of Social Work England: protection of the public, the maintenance of public confidence in the social work profession and upholding professional standards. Case examiners are satisfied that an accepted disposal (conditions of practice order- 18 months) is a fair and proportionate way to address the concerns and is the minimum necessary to protect the public and satisfy the wider public interest.