



Case Examiner Decision
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FTPS-22755

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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	23 December 2025
	Accepted disposal proposed - warning order of 3 years.
Final outcome	10 February 2026
	Accepted disposal - warning order of 3 years.

Executive summary

The case examiners have reached the following conclusions:

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

The case examiners do not consider it to be in the public interest for the matter to be referred to a final hearing; 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 warning order of 3 years duration. The social worker was advised that if they do not agree to this proposal, or if the case examiners revised

their determination regarding the public interest, the matter would proceed to a hearing. On 4 February 2026, the social worker accepted the warning order.

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.

The complaint and our regulatory concerns

The initial complaint

The complainant	The complaint was raised by the social worker's former employer (the Government of Jersey) (and later by the social worker).
Date the complaint was received	21 July 2023
Complaint summary	The social worker is alleged to have falsely recorded that they completed two visits to service users and initially confirmed to their manager(s) that the visits had taken place. There is a related probity concern. The regulatory concerns below adequately reflect the complaint.

Regulatory concerns and concerns recommended for closure

Whilst registered as a social worker:

- 1) On 13 July 2023, you recorded that you completed visits to two families, despite these visits not taking place.
- 2) When asked by managers if the visits at concern 1 took place, you stated they had.
- 3) Your actions at concern 1 and/or concern 2 were dishonest.

The matters outlined in regulatory concerns (1), (2) and (3) amount to the statutory ground of misconduct.

Your fitness to practise is impaired by reason of misconduct.



Preliminary issues

Investigation		
Are the case examiners satisfied that the social worker has been notified of the grounds for investigation?	Yes	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
Are the case examiners satisfied that the social worker has had reasonable opportunity to make written representations to the investigators?	Yes	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
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	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
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	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>

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	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>

The case examiners have determined that there is a realistic prospect of regulatory concerns 1, 2 and 3 being found proven, that those concerns could amount to the statutory ground of misconduct, and the social worker's fitness to practise could be found impaired.

Reasoning

Facts

- 1) On 13 July 2023, you recorded that you completed visits to two families, despite these visits not taking place.**

The social worker was employed under a locum contract for the Government of Jersey, as an agency social worker within Children's Services. The role was obtained through an agency, Social Care Partners.

The case examiners have been provided with the referral from the former employer and the self-referral. The referrals indicate that the social worker falsely claimed to have visited two families [REDACTED] on 13 July 2023. The employer also undertook checks with the families, and both confirmed the social worker had not visited on the day alleged.

On review of the case records for the two families, the case examiners note that there are comprehensive records for 13 July 2023 which indicate the social worker had

visited on that day. The self-referral states that they made an 'unfortunate' decision to record the visits.

The social worker accepts this regulatory concern. In their initial comments they say the visit to one family was attempted but they felt unwell and hoped to return the next day to complete it. They had been off sick on 11 and 12 July 2023 and continued to have several calls with their manager about their cases which raised their anxiety and concern about timescales. The social worker has provided screenshots of texts between themselves and their manager and call logs when they were off sick as evidence that conversations were held when they were off sick and led to them feeling under pressure to return to work and complete the two visits.

The case examiners are satisfied there is a realistic prospect of adjudicators finding this regulatory concern proven, should the matter be referred.

2) When asked by managers if the visits at concern 1 took place, you stated they had.

The referral from the former employer sets out the chronology. It is said that the social worker was asked by a manager on 14 July 2023 if they had completed the visits which they had recorded and they confirmed they had done so. When the manager started to go into the timings the social worker then accepted they had not undertaken the visits.

In their comments the social worker accepts that they initially informed their line manager during supervision that they had undertaken the visits. They say that around this time another manager had advised that duty workers had been asked to complete the visits. They wrote, "*I felt cornered and doubled down on insisting that I had undertaken the visits.*" The next day they spoke with their manager and admitted to not having undertaken the visits.

The case examiners are satisfied there is a realistic prospect of adjudicators finding this regulatory concern proven, should the matter be referred.

3) Your actions at concern 1 and/or concern 2 were dishonest.

It is alleged that the social worker has been dishonest. In considering regulatory concern 3, the case examiners have applied the test for dishonesty, which consists of two parts – the subjective test and the objective test.

The subjective test requires the case examiners to assess the evidence to ascertain the social worker's knowledge or belief as to the facts. The question is not whether the social worker's beliefs are reasonable, but whether they were genuinely held at that time.

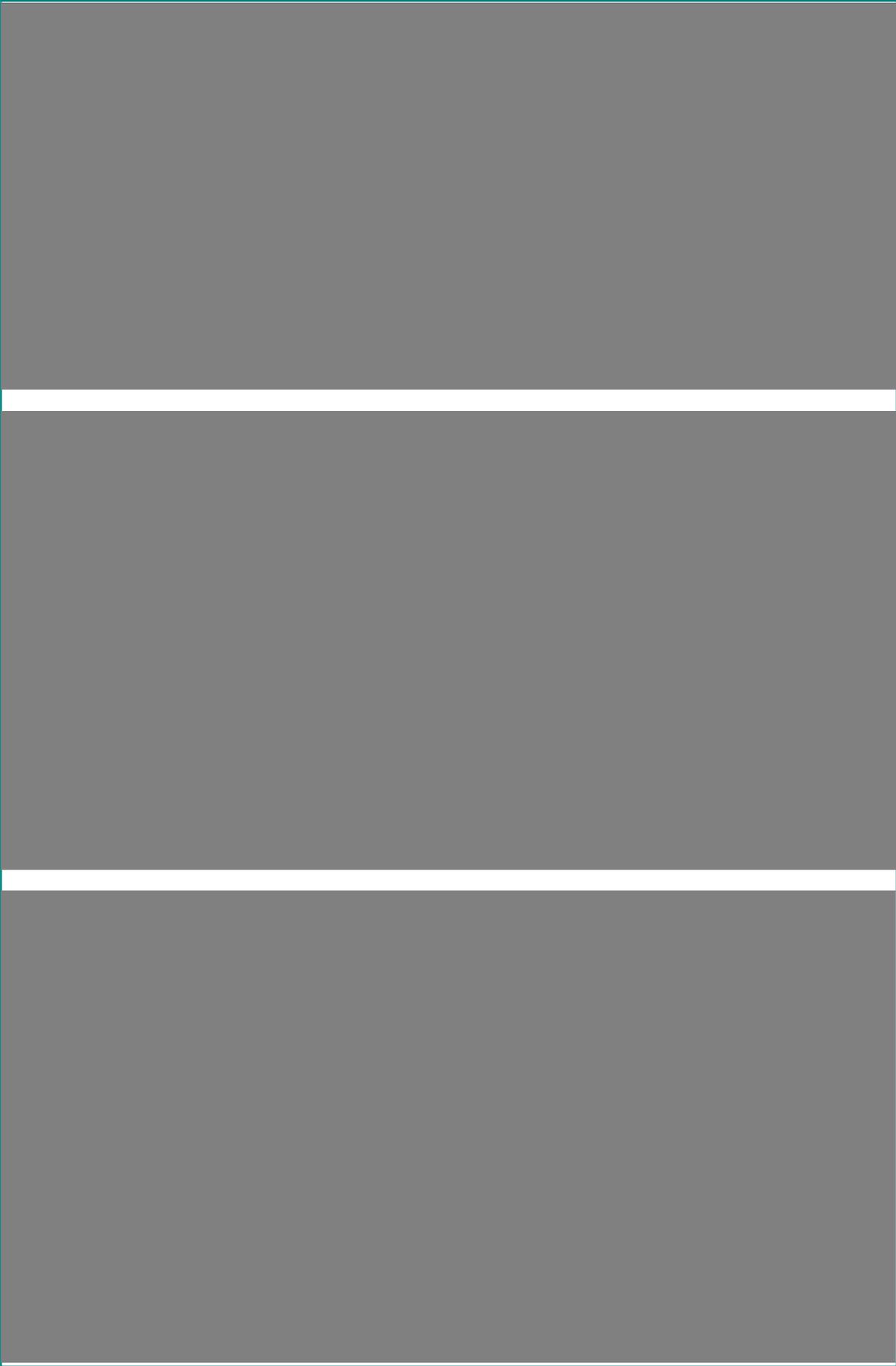
The objective test requires the case examiners to consider whether the social worker's alleged conduct may be considered dishonest by the standards of ordinary decent people. There is no requirement for the social worker to appreciate that their conduct is, by the standards of ordinary decent people, dishonest.

The social worker accepts that their actions were dishonest. In their comments they say, *"I cannot explain why I didn't just inform my manager and on reflection, I realise that not being honest at that point was likely the beginning of the worst mistake I have made as a social worker over the years. The contents of one visit was based on a telephone call I had with the client. I however recorded it as a home visit to buy me time to return back the following week and complete the visit. The record of the second visit was a rephrased visit I had initially written up after a previous visit."*

In their comments the social worker says, *"I will admit that this was dishonest and have no excuses for my behaviour, except I was just trying to find a way to escape at this point."*

In applying the objective test, the case examiners are satisfied it is reasonable to conclude that ordinary, decent people would consider that falsifying records and initially denying the fact to their manager(s) would be regarded as dishonest.

Accordingly, the case examiners consider there is a realistic prospect of adjudicators finding regulatory concern 3 proven in its entirety, should the matter be referred.



Grounds

The case examiners are aware that there is no single statutory 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, namely Social Work England Professional Standards (2019).

As a social worker, I will

- 2.1 Be open, honest, reliable and fair.
- 3.8 Clarify where the accountability lies for delegated work and fulfil that responsibility when it lies with me.
- 3.11 Maintain clear, accurate, legible and up to date records, documenting how I arrive at my decisions.

As a social worker I will not:

- 5.2 Behave in a way that would bring into question my suitability to work as a social worker while at work, or outside of work.
- 5.3 Falsify records or condone this by others.

The case examiners consider that falsifying case recordings is at the upper end of seriousness and was heightened with the social worker initially denying the alleged conduct. This could have put service users at serious risk and is likely to undermine confidence in the profession.

In this case as noted in the former employer's referral regarding the falsified visits, there was a comprehensive visit recorded for one family [REDACTED] and purports to record the child's voice. In terms of the other family [REDACTED] children there is again a detailed Child in Need visit recorded.

Dishonest conduct is regarded to be at the higher end of seriousness. Honesty and transparency are fundamental tenets of the profession and falling short in either

respect can have significant adverse consequences for the safety of service users and for maintaining the public's trust and confidence in the profession. Where it is alleged that a social worker has acted dishonestly, this would not align with Social Work England Standards 2.1 and 5.2.

The case examiners also note their sanctions guidance which sets out that, "*honesty is key to good social work practice. Social workers are routinely trusted with access to private spaces (such as people's homes), and highly sensitive and confidential information (such as case notes)*". It is therefore crucial that service users, employers, other agencies and the public are assured that social workers will be honest and open.

If the matters were to be found proven, the case examiners conclude the alleged conduct is likely to suggest a significant departure from the professional standards detailed above. Further, it has the potential to call into question the social worker's suitability to work as a social worker. The case examiners are satisfied there is a realistic prospect of adjudicators finding the statutory ground of misconduct is 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 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.

The case examiners acknowledge that concerns which raise questions of character (such as dishonesty) may be harder to remediate. This is because it is more difficult to produce objective evidence of reformed character. However, they are of the view that the social worker could provide evidence of reflection and insight, demonstrating that they understand what they did wrong and how they would prevent repetition in the future.

The case examiners have taken into consideration that the social worker self-referred, has engaged and provided submissions. The social worker says they have reflected deeply and recognise the impact on the families and the local authority. They ensured that they informed their next employer of the matter and a risk assessment was conducted to ensure that there would not be a repeat of the incident.

In terms of remediation, the case examiners are aware that this is best shown by objective evidence. For example, by the successful completion of relevant professional development activities (and information from the social worker to explain what they have learned). The social worker has not provided evidence of recent training or development activities.

The case examiners acknowledge that the social worker's subsequent employer Flex 360m reported no concerns. However, the case examiners return to the sanctions guidance which states that "*evidence of professional competence cannot mitigate serious or persistent dishonesty*".

On the basis of the lack of sufficient remediation, the case examiners have determined there remains a risk of repetition, but they do not consider it to be high.

Public element

The case examiners next considered whether the social worker's actions have the potential to undermine public confidence in social workers and whether this is a case where adjudicators may determine that the public interest requires a finding of impairment. Public interest includes the need to uphold proper standards of conduct and behaviour and the need to maintain the public's trust and confidence in the profession.

The case examiners consider that a member of the public would be very concerned that a social worker is alleged to have acted dishonestly. The level of detail provided in the falsified case records heightens seriousness as this presented a false picture of the oversight of vulnerable children.

Dishonest conduct goes to the heart of public confidence and a social worker alleged to have acted in this manner has the potential to seriously undermine public trust in social workers and to damage the reputation of the profession. The case examiners are of the view that in these circumstances, fully informed members of the public would expect a finding of impairment.

Accordingly, the case examiners conclude there is a realistic prospect of the adjudicators making a finding of current impairment.

The public interest

Decision summary

Is there a public interest in referring the case to a hearing?	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>

Referral criteria

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

Additional reasoning

The case examiners have concluded that the public interest in this case is engaged. However, they are satisfied that this interest may be appropriately fulfilled by virtue of the accepted disposal process.

Whilst the matter is serious, the case examiners are not of the view that it is so serious that a hearing might be necessary to maintain public confidence in the social work profession, or in Social Work England's maintenance of the standards expected of social workers.

The case examiners have noted that the social worker has indicated they do not consider their fitness to practise to be currently impaired. They say this was a temporary lapse of judgement. 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 stage. The case examiners consider that it is reasonable to offer accepted disposal in this case because:

- There is no conflict in evidence in this case, and the social worker accepts the key facts.
- The case examiners are of the view that there is a risk of repetition albeit not high, and therefore any finding of impairment would be primarily made in the public interest, to safeguard public confidence.
- 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 with 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	<input type="checkbox"/>
	Advice	<input type="checkbox"/>
	Warning order	<input checked="" type="checkbox"/>
	Conditions of practice order	<input type="checkbox"/>
	Suspension order	<input type="checkbox"/>
	Removal order	<input type="checkbox"/>
Proposed duration	Warning order - 3 years' duration	

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 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 considered each available sanction, in ascending order of severity. In considering a sanction, the case examiners have considered mitigating and aggravating factors in this case:

Mitigating

- The social worker has accepted the core facts of the regulatory concerns.
- There is no previous adverse fitness to practise history.

Aggravating

- The social worker has not fully remediated.

- The case examiners consider there is a real prospect of adjudicators finding current impairment, and the risk of repetition remains.

No Action

The case examiners conclude that given the nature and seriousness of the social worker's alleged conduct and in the absence of exceptional circumstances, it would be inappropriate to take no action. Furthermore, it would be insufficient to protect the public, maintain public confidence and uphold the reputation of the profession.

Advice

The case examiners next considered whether offering advice would be appropriate. 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 alleged conduct. Furthermore, it would be insufficient to protect the public, maintain public confidence and uphold the reputation of the profession.

Warning

The case examiners then considered a warning order. The case examiners had regard to their guidance, which states a warning is likely to be appropriate where (all the following):

- The fitness to practise issues is isolated or limited.
- There is a low risk of repetition.
- The social worker has demonstrated insight.

The case examiners note there is no previous adverse fitness to practise history. The case examiners acknowledge the passage of time since the concerns were first raised. To date, there is no known repeat of the alleged conduct.

The case examiners are encouraged to see that the social worker has demonstrated insight. However, as stated, the social worker has not provided sufficient remediation. While the case examiners have determined there to be some risk of repetition, they do not consider it to be high.

A warning order implies a clear expression of disapproval of the social worker's conduct, and the case examiners conclude that a warning order is the appropriate and proportionate outcome in this case; and represents the minimum sanction necessary to uphold the public's confidence.

Having concluded that a warning order is the appropriate outcome in this case, the case examiners went on to consider the length of time for the order. 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 the case examiner guidance, a one year warning may 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; three 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 five-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 consider that a three-year warning order would be a proportionate response in this instance. The case examiners view the concerns to be serious and although the alleged conduct was limited to two incidents this involves dishonesty in relation to recording visits and initially denying the alleged conduct, as such a one-year warning would not be appropriate. They have taken into consideration the social worker's previous good character, insight together with the time passed since the concerns occurred. However, again they note the lack of remediation.

The case examiners do not consider this to be a case that has fallen only marginally short of requiring restriction of registration, and as such, consider that a five-year warning would be disproportionately long.

The case examiners have also considered whether the next sanctions, conditions of practice and suspension, are more appropriate in this case. The social worker is an experienced practitioner, and the case examiners consider a conditions of practice order would not be necessary in this case; they note from their guidance that conditions are more commonly suited to cases relating to health, competence or capability. The case examiners do not therefore consider that conditions of practice are necessary.

The case examiners again note that that this is not a case that has fallen only marginally short of requiring removal, and as such consider that suspension from the register would be a disproportionate and punitive outcome.

To conclude, the case examiners have proposed a warning order of three-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 warning

The case examiners formally warn the social worker as follows:

Your alleged conduct does not align with the required Social Work England professional standards, and you are warned to comply with these in the future. Specifically in relation to the following standards:

As a social worker, I will

- 2.1 Be open, honest, reliable and fair.
- 3.8 Clarify where the accountability lies for delegated work and fulfil that responsibility when it lies with me.
- 3.11 Maintain clear, accurate, legible and up to date records, documenting how I arrive at my decisions.

As a social worker I will not:

- 5.2 Behave in a way that would bring into question my suitability to work as a social worker while at work, or outside of work.
- 5.3 Falsify records or condone this by others.

Your conduct could have an adverse effect on the public's confidence in you as a social worker. It may also damage the reputation of the social work profession. This conduct should not be repeated. Any further matters brought to the attention of the regulator are likely to result in a more serious outcome.

Response from the social worker

On 4 February 2026, the social worker returned their completed accepted disposal response form, confirming the following:

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

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