



Social worker: Olawale Olaigbe

Registration number: SW36035

Fitness to practise

Final Order Review Meeting

Date of Meeting: 31 July 2024

Meeting Venue: Remote meeting

Final Order being reviewed: Conditions of practice order - expiring 11
September 2024

Hearing outcome: Extend and vary the current conditions of practice order,
for a further 9 months duration, with effect from the
expiry of the current order

Introduction and attendees:

1. This is the first review of a final conditions of practice order imposed on 14 August 2023 for a period of 12 months by a panel of Social Work England adjudicators at the conclusion of a substantive fitness to practise hearing.
2. Mr Olaigbe (“the social worker”) did not attend and was not represented
3. Social Work England was not in attendance but was represented by Capsticks LLP whose written submissions were set out within the notice of hearing letter, and have been repeated within the body of this decision.

Adjudicators	Role
Paul Grant	Chair
Linda Norris	Social Worker Adjudicator

Jenna Keats	Hearings Officer
Andrew Brown	Hearing Support Officer
Lucia Whittle-Martin	Legal Adviser

Service of Notice:

4. The panel of adjudicators (“the panel”) had careful regard to the documents contained in the substantive order review hearing service bundle as follows:
 - A copy of the notice of substantive order review hearing, dated 27 June 2024, addressed to the social worker at his email address as it appears on the Social Work England Register;
 - An extract from the Social Work England Register detailing the social worker’s registered address.
5. The panel accepted the advice of the legal adviser in relation to service of notice.
6. Having had regard to all of the information before it in relation to the service of notice, the panel was satisfied that notice of this hearing had been served on the social worker in accordance with Rules 16 and 44.

Proceeding with the final order review as a meeting

7. The notice of final order review informed the social worker that the review would take place as a meeting. The notice stated:

“If you would like to attend before the adjudicators in order to make oral submissions, please confirm your intention by no later than 4pm on 12 July 2024. Unless we hear from you to the contrary, we shall assume that you do not want to attend a hearing and Social Work England may decide to deal with the review as a meeting. If Social Work England do hold a meeting, the adjudicators will be provided with a copy of this letter setting out Social Work England’s submissions and a copy of any written submissions you provide.”

8. The panel had received no information to suggest that the social worker had responded to the notice of final order review.
9. The panel heard and accepted the advice of the legal adviser with regard to Rule 16(c) of the Fitness to Practise Rules 2019 (as amended) which provides:

“Where the registered social worker does not state within the period specified by the regulator whether they intend to attend before the regulator, the regulator may determine whether to make an order by means of a meeting.”
10. The panel was satisfied that the social worker had voluntarily absented himself, that it was highly unlikely that an adjournment would secure his attendance at a later date, and that it was in the public interest to proceed with this mandatory review in the form of a meeting in accordance with Rule 16(d).

Review of the current order:

11. This final order review hearing falls under the Transitional and Savings Provisions (Social Workers) Regulations 2019 and as a result the review will be determined in accordance with Part 5 of the Regulations, Schedule 2 paragraph 15 of the Regulations and Social Work England’s Fitness to Practise Rules.
12. The current order is due to expire at the end of 11 September 2024.

The allegations found proved which resulted in the imposition of the final order were as follows:

Whilst registered as a social worker, between 27 April 2020 and 1 February 2021:

1. You failed to promptly and/or accurately maintain one or more case records for one or more of the foster carers and/or children identified at Schedule 1

2. *[Factual allegation found proved but no finding of misconduct]*

3. In respect of a Form FR that you were tasked with preparing:

- a. You were required to carry out your own observation and/or assessment;
- b. You copied text from a Form FR previously completed by someone else;
- c. This gave the false impression that it represented, in whole or in part, your own observation and/or assessment

4. *[Factual allegation found not proved]*

The matters outlined ...above amount to the statutory ground of misconduct.

By reason of misconduct, your fitness to practise is impaired.

The substantive panel determined the following with regard to impairment:

13. The substantive panel set out its finding on impairment as follows:

14. *"The panel took into account that there had been no previous regulatory findings against Mr Olaigbe. In addition, it had been informed that Mr Olaigbe had worked for a period as a social worker subsequent to the events in question, for the London Borough of Brent.*

15. *The panel had determined that a risk of harm had arisen from Mr Olaigbe's misconduct at Chrysalis, although no evidence of actual harm had been provided. Mr Olaigbe had given evidence of his successful performance in Brent, and of his reflections on past events, during the course of the hearing. The panel accepted his evidence as honestly given.*

16. *The panel bore in mind the decision of the court in Cohen v GMC [2008] EWHC 581 (Admin) in which the court had said, in relation to the question of impairment, that it should consider:*

- *was the conduct remediable*
- *has it been remedied*

- is it 'highly unlikely' to be repeated?

17. *The panel considered that, for a trained social worker, in relation to matters of professional practice, the misconduct in this case was remediable.*

18. *The panel was mindful, however, of the ISG and the following paragraphs, in particular:*

"39. Decision makers should carefully consider insight that has only emerged after investigations and enquiries have been completed. Insight should be rooted in the social worker's personal reflection and assessment of how they have fallen short of the professional standards. This should ideally take place as soon as possible after the incident or events. Insight may carry less weight if it is led by or dependent on the conclusions and directions of others. Decision makers should assess insight in accordance with the individual circumstances of the case and social worker.

40. Decision makers should not assume that a social worker has developed insight. There must be evidence that they can set out in their reasoning.

41. Remediation is best shown by objective evidence. For example (any of the following): successful completion of education or training courses satisfactory performance appraisals other positive feedback in relation to their professional practice"

19. *The panel took into account that the evidence showed that, after the imposition of an interim conditions of practice order, later changed to an interim order of suspension, Mr Olaigbe had ceased to work as a social worker.*

20. *Mr Olaigbe had told the panel that he had found it difficult to obtain work whilst under conditions including a requirement for increased supervision of his practice. Social Work England had provided copies of correspondence during the period up until the hearing, in which Mr Olaigbe had expressed an intention not to return to social work. It was also aware that, to this end, Mr Olaigbe had completed an application for Voluntary Erasure which had not been granted, presumably due to the ongoing fitness to practise proceedings.*

21. *Mr Olaigbe gave evidence that he intended a return to social work practice, if possible and an intention to amend his practice in future. He had said that his previous correspondence had, in effect, been borne of frustration and the need to find work. Social Work England suggested that this was at odds with his previous correspondence and application.*

22. *The panel did not find it necessary to resolve the issue. It was clear on the evidence that there had been a period for which Mr Olaigbe had disengaged from the regulatory process. Although he had joined the hearing earlier this year in May and represented himself appropriately and had acknowledged some of his failings in the*

hearing, the panel had been provided with no objective evidence of his reflections or remediation beyond his own oral evidence to the hearing on resumption.

- 23. The panel found Mr Olaigbe to be a credible witness and did not doubt his genuine desire to be in a position to resume practice. It considered that he is on a journey towards remediation, the first stage of which is his personal acceptance and recognition of past failings.*
- 24. However, the panel also considered that part of his remediation and his professional responsibility was to recognise the need to satisfy the panel as to the completion of his remediation. The panel considered that this was not possible, without Mr Olaigbe providing objective evidence, as indicated by the above paragraphs of the ISG.*
- 25. Accordingly, although the panel considered that the risk of repetition of past misconduct had reduced from the earlier time, it could not be satisfied on the current evidence that he has fully remediated. The panel could not say with confidence that Mr Olaigbe's past misconduct was 'highly unlikely' to be repeated.*
- 26. Taking into account all the circumstances of the case, including the difficulties under which Mr Olaigbe had operated when starting work for Chrysalis, the panel did not consider that informed members of the public, fully aware of the facts of the case, would expect a finding of impairment purely on the basis of a need to maintain public confidence in the profession, or to declare and uphold professional standards.*
- 27. The panel concluded that at present, due to a need to completely remediate his past misconduct and to demonstrate that he has reduced the risk of repetition to a point where a panel can be sure that it is highly unlikely to be repeated, Mr Olaigbe's fitness to practise as a social worker is currently impaired."*

The substantive panel determined the following with regard to sanction:

- 28. The panel set out its decision on sanction as follows:*
- 29. "The panel considered whether there were factors aggravating or mitigating the particular misconduct in the case. In terms of mitigation, the panel took into account that the COVID-19 pandemic and its consequences had clearly had an effect on Mr Olaigbe's induction, his ability to work with the IT system and the direct, face to face support he had accessed from his management.*
- 30. [PRIVATE]*
- 31. The panel bore in mind that Mr Olaigbe had no previous adverse regulatory findings against his record. In addition, there was evidence that he had successfully engaged in practice as a social worker for three months in 2021. The panel accepted that the*

personal referee did not expressly deal with the current allegations. However, the referee did evidence as to Mr Olaigbe's positive performance in relevant social work post-dating the period of the concerns and the panel accordingly gave some weight to this reference. It supported the view that Mr Olaigbe was capable of effective practice, albeit a while ago in 2021.

32. *In terms of factors which aggravated the misconduct, the panel noted that the failures in case recording had occurred in respect of a number of cases and extended over a considerable period.*
33. *The panel concluded that, in considering any sanction, it was centrally concerned with protecting the public in providing that Mr Olaigbe had a degree of oversight whilst he demonstrated a capability to improve his record-keeping. It also needed Mr Olaigbe to demonstrate to a future panel that he had developed sufficient insight into his past failings, by reflection, education and further practice.*
34. *The panel first considered taking no action. The panel took into account that to take no action would result in Mr Olaigbe being able to resume practice without restriction at the end of the proceedings. In the view of the panel there were no exceptional circumstances in the case, which would warrant taking this step. The panel took into account that it had found a residual risk of repetition and the public required protection.*
35. *For similar reasons, the panel considered that giving advice or a warning to Mr Olaigbe was not sufficient to protect the public. The matter had not been an isolated incident, but a series of failures over a period of time. It considered that there would be no residual oversight of Mr Olaigbe's practice and no future review, if it concluded the case with advice or a warning. The public would therefore not be protected.*
36. *The panel next considered whether to impose conditions of practice on Mr Olaigbe's registration. It noted paragraph 114 of the ISG, which states:*

*“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”*

37. *The panel bore in mind that the primary purpose of conditions of practice is stated in the ISG to protect the public whilst the social worker takes any necessary steps to remediate impairment. Although Mr Olaigbe is not currently engaged in social work practice, the panel gave weight to his previous good record and the personal reference, to demonstrate that he is capable of remediation.*
38. *The panel accepted Mr Olaigbe’s submission that he is willing to comply with appropriate conditions. It considered that conditions of practice would serve to protect the public, whilst allowing the return of Mr Olaigbe to social work practice. The panel was mindful that there is also a public interest in returning social workers to practice, provided appropriate conditions are in place.*
39. *The panel considered that Mr Olaigbe still had to demonstrate full appreciation of the potential effect that his misconduct might have had on other professionals seeking to refer to the case records. This could be provided by Mr Olaigbe providing his further reflections, in an appropriate form, by writing or in the context of an oral hearing.*
40. *The panel also concluded that it may take a reasonable period of time for Mr Olaigbe to obtain a social work position and to provide enough examples of good practice for him to satisfy a future panel. It decided that a period of 12 months was therefore the appropriate and proportionate period for the conditions of practice order.*
41. *The panel considered that the conditions should require regular feedback to Social Work England as to Mr Olaigbe’s performance. However, mindful of Mr Olaigbe’s previous lack of regulatory findings and the particular circumstances the panel had found were in the background of this case, the panel did not consider it necessary to impose more intensive supervision as a condition. The panel was satisfied that a workplace reporter provided a sufficient mechanism for monitoring Mr Olaigbe’s performance and that he would in addition receive professional supervision as a social worker in any event.*
42. *The panel considered whether it should go further and suspend Mr Olaigbe’s registration for a period. The panel considered that, bearing in mind that it was satisfied that conditions of practice sufficiently protected the public and that it also allowed for Mr Olaigbe to return to social work practice, it would be disproportionate and unnecessary to go further and suspend Mr Olaigbe’s registration.*
43. *The panel decided to impose a conditions of practice order for 12 months. The conditions of practice imposed are as follows.*

Condition 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.

Condition 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.

Condition 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.

Condition 4

You must provide reports from your reporter to Social Work England every 3 months and at least 14 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.

Condition 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.

Condition 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.

Condition 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.

Condition 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].

Condition 9

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 8 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, whether paid or voluntary employment.*

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.

Condition 10

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

44. *The conditions of practice order will be reviewed by another panel of adjudicators, shortly before its expiry. At that review, the panel will be assisted by Mr Olaigbe's engagement and attendance. In addition, that panel may be assisted by the following:*
 - a. *A reflective piece of writing dealing with the potential effect of the misconduct found in the case on service users, colleagues, the wider profession and public confidence in the profession*
 - b. *Details of any Continuing Professional Development or other learning and skills development*
 - c. *Any appropriate references and testimonials*
 - d. *Any other information Mr Olaigbe considers is relevant.*
45. *The reviewing panel will have certain powers in relation to Mr Olaigbe's registration, as set out in the Regulations and this panel cannot bind a future panel. However, this panel recommends Mr Olaigbe continue with his engagement with Social Work England and the regulatory process".*

Social Work England submissions:

46. Social Work England provided the following written submissions for the purpose of this review:

"Social Work England is seeking an extension of the Conditions of Practice Order by a further 12 months

Given (1) the Social Worker has not worked in a social work role under these conditions, and (2) he is yet to demonstrate full remediation, it will be submitted that his fitness to practise remains impaired on the ground of public protection.

The Social Worker has not obtained a role in social work, therefore none of the conditions are currently engaged. While it cannot be said the Social Worker has totally disengaged, there has been no meaningful engagement. This is in the context of Social Work England writing to the Social Worker to remind him of the opportunity

to engage with the Final Hearing Panel's recommendations on five separate occasions.

The Panel may wish to consider varying the Order to include conditions to produce a written reflection and/or evidence his relevant Continuing Professional Development hours. The Reviewing Panel may also consider warning the Social Worker that a similar lack of engagement in the future may result in a more severe sanction (up to and including a Removal Order)".

Social Worker submissions:

47. The Social Worker provided no submissions or material for the purpose of this review. The only material communication received from him following the substantive hearing comprised one email, sent by him on 24 January 2024, in response to notification of the decision of the substantive panel, where he stated:

"Thanks for your email, I have been unwell just before Xmas and just recovering currently. Just to understand the letter received, am I supposed to send additional documents or information?"

48. Additionally, on 7 June 2024 the Social Worker appears to have responded to a query from Social Work England for him to provide a copy of a email sent to him, dated 15 August 2023, which contained the amended version of the final hearing decision. However, there is no evidence that this communication related to the substance of the social worker engaging with the conditions of practice order imposed on his registration.

Panel decision and reasons on current impairment:

49. In considering the issue of current impairment, the panel undertook a comprehensive review of the final order in light of the current circumstances. The panel took account of all the material before it, including the decision of the substantive panel. However, it exercised its own judgement and was not bound by the previous panel. The panel took account of Social Work England's 'Impairment and sanctions guidance'.

50. The panel accepted the advice of the legal adviser. In reaching its decision, the panel was mindful of the need to protect the public and the wider public interest in declaring and upholding proper standards of behaviour and maintain public confidence in the profession.

51. The panel first considered whether the social worker's fitness to practise remains impaired.

52. The panel had been provided with no further material from the social worker. It followed that whilst the past misconduct is capable of remediation, there was no evidence before the panel to indicate that the misconduct has in fact been remediated. In those circumstances it could not be said that it was highly unlikely that the misconduct will be repeated.
53. In reaching its conclusion the panel took account of the fact that the social worker has no other adverse regulatory findings against his name. However the panel had been provided with no evidence of insight on the part the social worker into his misconduct, and there was no material before the panel to satisfy it that the social worker has been engaging with the conditions of practice imposed by the substantive panel.
54. The panel therefore concluded that there remains a risk that the social worker will repeat his past misconduct, and that his fitness to practise remains impaired on public protection grounds.
55. The panel also concluded, in light of its finding on impairment for public protection reasons, that the the need to uphold proper standards and to maintain public confidence in the profession and its regulator, would be undermined if a finding of impairment were not made.
56. Accordingly the panel concluded that the social worker's fitness to practise also remains impaired on public interest grounds.

Decision and reasons on sanction:

57. Having found that the social worker's fitness to practise remains impaired, the panel considered what, if any, sanction to impose in this case. The panel had regard to the submissions made along with all the information and accepted the advice of the legal adviser. The panel also took into account the 'Impairment and sanctions guidance' published by Social Work England.
58. The panel was mindful that the purpose of sanction is not to punish the social worker, but is to protect the public and the wider public interest. The public interest includes maintaining public confidence in the profession and Social Work England as its regulator and upholding proper standards of conduct and behaviour. The panel applied the principle of proportionality by weighing the social worker's interests with the public interest and by considering each available sanction in ascending order of severity.

No Action

59. The panel concluded that, in view of the nature and seriousness of the past misconduct, and the lack of any evidence of insight and remediation, there were no exceptional reasons to merit taking no action.

Advice or Warning

60. The panel concluded that the issuing of advice or a warning would not restrict the social worker's ability to practise, and would be inappropriate in light of the risk currently presented by the social worker, as set out by the panel in its decision on impairment.

Conditions of Practice Order

61. The panel was mindful that the only engagement from the social worker since the date of the substantive hearing appeared to consist of the who emails from the social worker, dated 24 January 2024 and 7 June 2024, set out earlier in this decision. The panel was concerned that the social worker had not thought fit to provide any material or submissions for this substantive review. The panel appreciated that it may be that the social worker is not currently practising as a social worker, which may have impacted on his ability to evidence compliance with some of the conditions currently in place, but there was an expectation that the social worker would provide an explanation to the panel if that was the case. At the very least the social worker had been encouraged by the previous panel to provide his reflections on his past misconduct, any CPD undertaken and to date had not done so.

62. After careful consideration, the panel concluded that a conditions of practice order remains the appropriate and proportionate sanction. However the panel concluded that the order should be varied to include conditions covering the matters highlighted by the substantive panel as being desirable, namely written reflections and evidence of any CPD undertaken. The panel's varied conditions are set out at the conclusion of this decision.

63. The panel concluded that a period of 9 months, to commence on the expiry date of the current order, would provide sufficient time for the social worker to demonstrate insight and remediation and to comply with the conditions now imposed. The panel concluded that this would be the appropriate and proportionate period of time in the circumstances of this case.

Suspension Order

64. In light of the lack of engagement by the social worker, the panel gave serious consideration to the imposition of a suspension order. However, the panel concluded that at the current time this would be disproportionate in light of the social worker's previous good character and the other mitigating factors of the case.

The panel concluded that the social worker should be given this further opportunity to assure the panel that he has remediated his past misconduct and is willing and able to practise as a responsible social worker once more.

65. Accordingly, the panel imposed a further conditions of practice order, for a period of 9 months, to commence on the expiry date of the current order, with varied conditions, as follows:

Condition 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.

Condition 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.

Condition 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.

Condition 4

You must provide reports from your reporter to Social Work England every 3 months and at least 14 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.

Condition 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.

Condition 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.

Condition 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.

Condition 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].

Condition 9

You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection to be submitted 6 months after these conditions take effect, focusing on the potential effect of the misconduct found in the case on service users, colleagues, the wider profession and public confidence in the profession, and outlining what you should have done differently.

Condition 10

You must provide evidence to Social Work England within 8 months of this order taking effect of CPD you have undertaken. This CPD should be relevant to the findings in this case, in particular, at least 6 hours of CPD in relation to record keeping.

Condition 11

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 10 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, whether paid or voluntary employment.

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.

Condition 12

You must permit Social Work England to disclose the above conditions, 1 to 11, to any person requesting information about your registration status.

Right of Appeal:

66. Under Paragraph 16(1)(b) of Schedule 2 of The Social Workers Regulations 2018 (as amended), the social worker may appeal to the High Court against:
- a. the decision of adjudicators:
 - i. to make an interim order, other than an interim order made at the same time as a final order under paragraph 11(1)(b),
 - ii. not to revoke or vary such an order,
 - iii. to make a final order,
 - b. the decision of the regulator on review of an interim order, or a final order, other than a decision to revoke the order.
67. Under Paragraph 16(2) of Schedule 2 of The Social Workers Regulations 2018 (as amended) an appeal must be filed before the end of the period of 28 days beginning with the day after the day on which the social worker is notified of the decision complained of.
68. Under Paragraph 15(1A) of Schedule 2 of The Social Workers Regulations 2018 (as amended), where a social worker appeals against a decision made under sub-paragraph (1), the decision being appealed takes effect from the date specified in that sub-paragraph notwithstanding any appeal against that decision.
69. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

70. Under regulation 15(1), 15(2) and 15(3) of Schedule 2 of The Social Workers Regulations 2018 (as amended):
- 15(1) The regulator must review a suspension order, or a conditions of practice order, before its expiry.
 - 15(2) The regulator may review a final order where new evidence relevant to the order has become available after the making of the order, or when requested to do so by the social worker.
 - 15(3) A request by the social worker under sub-paragraph (2) must be made within such period as the regulator determines in rules made under Regulation 25(5).
71. Under Rule 16(aa) of the Fitness to Practise Rules 2019 (as amended), a social worker requesting a review of a final order under paragraph 15 of Schedule 2 must make the request within 28 days of the day on which they are notified of the order.

The Professional Standards Authority

72. Please note that in accordance with section 29 of the National Health Service Reform and Health Care Professions Act 2002, a review decision made by Social Work England's panel of adjudicators can be referred by the Professional Standards Authority ("the PSA") to the High Court. The PSA can refer this decision to the High Court if it considers that the decision is not sufficient for the protection of the public. Further information about PSA appeals can be found on their website at:

<https://www.professionalstandards.org.uk/what-we-do/our-work-with-regulators/decisions-about-practitioners>