

Social worker: Sharon Ann Hall

Registration number: SW6679

Fitness to Practise

Final Order Review meeting

Date of meeting: 28 May 2025

Meeting venue: Remote meeting

Final order being reviewed:

Conditions of practice order – (expiring 9 July 2025)

Hearing Outcome: Extend the current conditions of practice order for a further 18 months with effect from the expiry of the current order

Introduction and attendees:

1. This is the third review of a final conditions of practice order originally imposed as an accepted disposal by the case examiners on 12 July 2021 for a period of 2 years. At the earlier reviews on 19 May 2023 and 24 May 2024, the conditions of practice order was extended for a further period of 12 months on each occasion.
2. Ms Hall did not attend and was not represented.
3. Social Work England was represented by Capsticks LLP and their written submissions are set out within the notice of hearing letter.

Adjudicators	Role
Linda Owen	Chair
Linda Helen Norris	Social worker adjudicator

Hearings team/Legal adviser	Role
Paige Swallow	Hearings officer
Lauryn Green	Hearings support officer
Gerard Coll	Legal adviser

Service of notice:

4. The panel of adjudicators (the panel) had careful regard to the documents contained in the final order review service bundle as follows:
 - A copy of the notice of the final order review hearing dated 23 April 2025 and addressed to Ms Hall at her email address which she provided to Social Work England;
 - An extract from the Social Work England Register as of 23 April 2025 detailing Ms Hall's registered address;
 - A copy of a signed statement of service, on behalf of Social Work England, confirming that on 23 April 2025 the writer sent the notice of hearing and related documents by email to Ms Hall at the address referred to above.
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 Ms Hall in accordance with Rules 16, 44 and 45 of Social Work England's Fitness to Practice Rules (as amended) (the rules).

Proceeding with the final order review as a meeting:

7. The notice of final order review informed Ms Hall 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 9 May 2025. 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 took into account the email to Social Work England from Ms Hall dated 28 April 2025 in which she stated *'I am unable to attend the Final Order review on 28 May 2025. The hearing can proceed.'* In addition Ms Hall also went on to state in a further email dated 3 May 2025 *'I would not like to apply for a post ponement'*.
9. The panel accepted the advice of the legal adviser with regard to Rule 16(d) of the Rules which provides:

'Where the registered social worker makes written submissions and states that they do not intend to attend before the regulator, the regulator may direct that the question of whether an order should be made is determined by means of a meeting.'

10. The panel also accepted the advice of the legal adviser in relation to the factors it should take into account when considering proceeding as a meeting in the absence of all parties. This included reference to the cases of *R v Jones [2002] UKHL 5*; *General Medical Council v Adeogba [2016] EWCA Civ 162*. The panel also took into account Social Work England guidance 'Service of notices and proceeding in the absence of Ms Hall'.
11. The panel was satisfied that it would be fair and appropriate to conduct the review in the form of a meeting in accordance with Rule 16(d).

Review of the current order:

12. This final order review hearing takes place under Paragraph 15(1) of Schedule 2 of Ms Halls Regulations 2018 (as amended) and Social Work England's Fitness to Practise Rules 2019 (as amended).
13. The current order is due to expire at the end of 9 July 2025.

Background to the current order

14. Ms Hall was employed as an adoption social worker for TACT (an adoption agency) between 29 June 2015 – 01 November 2019. TACT raised concerns to the Health Care Professional Council (HCPC) advising that they had undertaken disciplinary proceedings regarding her practice. However, Ms Hall had resigned and so no outcome was reached. The alleged concerns related to her failing to provide adequate support for service users and not completing case records in a timely manner/at all, or to a good standard. There was also a concern that Ms Hall was not open about this to managers.
15. On 9 June 2021 the case examiners concluded that there was a realistic prospect of finding that between 2018 and 2019, while working as an Adoption Social Worker for TACT:
 1. Ms Hall did not provide an adequate level of support to service users
 2. Ms Hall failed to maintain up to date case records
 3. Ms Hall was not open with managers regarding her work in that:
 - 3.1 She stated in supervision she was up to date with case recordings when she was not
 - 3.2 She stated that documents were on SharePoint when they were not
 4. Ms Hall failed to accurately record information in case recordings
16. The case examiners were further satisfied that there was a realistic prospect that the matters outlined in regulatory concerns (1) (2) (3) and (4) would amount to the statutory ground of misconduct and that the matters outlined in regulatory concerns (1) (2) and (4) would amount to the statutory ground of lack of competence.
17. The case examiners concluded that there was a realistic prospect that the adjudicators would find Ms Hall's fitness to practise impaired by reason of misconduct and/or lack of competence.

The previous final order review panel on 29 May 2024 determined the following with regard to impairment:

'The panel noted that at this review Social Work England is not inviting the panel to conclude that Ms Hall is currently in breach of the conditions of practice order. Ms Hall has been issued with a 7 day warning letter, but the time for her compliance has not yet expired. Ms Hall has a further opportunity to provide information or an explanation to Social Work England. The panel therefore approached the review on the basis set out in Social Work England's submissions, that there has been apparent compliance with the conditions to date, although some late submission of evidence.

The panel was pleased to note that Ms Hall has continued to engage with her case review officer and that she has made efforts to comply with the conditions of practice. It is also a positive development that Ms Hall was able to obtain work as a social worker and work under the conditions of practice, albeit for a short period of time. Some of the information provided by Ms Hall, such as the evidence of completion of CPD and the personal development plans also demonstrated that she is making efforts towards remediating the deficiencies in her practice.

There was inconsistent information before the panel relating to Ms Hall's period of employment working for Positive Aspirations. The notes of the probation meeting indicate that Ms Hall's view was that the role had not worked well for her and that she had not settled within the team. There was a brief reference in the notes of the probation meeting to a concern from Ms Hall's manager about "lack of recordings" from Ms Hall, but no further details were provided in the notes of the meeting.

Ms Hall's Reporter is not an employee of Positive Aspirations. Her report was based on liaison with Ms Hall's manager and her meetings with Ms Hall. She received reports from Ms Hall's manager that there were concerns about lack of recording and some of this may have been due to annual leave and a lack of setting aside administrative time. The Reporter noted that there was a different narrative from Ms Hall herself and that she was not able to corroborate either account. In the Reporter's opinion Ms Hall is fit to practise generally and she has made a lot of progress.

The panel's assessment was that the length of Ms Hall's period of employment as a social worker was insufficient for either her manager or her Reporter to make an assessment of whether her insight and remediation has been sufficiently embedded in her practice. Ms Hall had not completed her probation period when the mutual agreement was reached that the role was not suitable for her.

The panel noted that the concerns raised by Ms Hall's manager in the probation meeting, although not described in any detail, are not dissimilar to the deficiencies in Ms Hall's practice which are the subject of this review. The panel was therefore not persuaded that Ms Hall has sufficiently demonstrated that she has addressed all the concerns in the finding of impairment. Ms Hall has undertaken relevant CPD training and has attempted to focus her reflection on the impact of her deficiencies on service users, but she has not yet been able to demonstrate safe and effective practice over a sustained period of time.

The panel concluded that there remains a residual risk of repetition of similar concerns. In particular the panel was insufficiently reassured by the evidence presented by Ms Hall that there would be no repetition of concerns about lack of or timeliness of recording. The panel concluded that there remains an ongoing risk of harm to service users and therefore Ms Hall's fitness to practise remains impaired. This finding also takes into account the wider public interest in declaring and upholding proper standards of behaviour and maintaining public confidence in the profession.'

The previous final order review panel on 19 May 2023 determined the following with regard to sanction:

'Having found Ms Hall's fitness to practise is currently impaired, the panel then considered what, if any, sanction it should 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.

The panel was mindful that the purpose of any sanction is not to punish Ms Hall, but 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 by upholding proper standards of conduct and behaviour. The panel applied the principle of proportionality by weighing Ms Hall's interests with the public interest.

The panel considered the option of taking no further action or allowing the conditions of practice to lapse on its expiry. The panel decided that this would be inconsistent with the panel's conclusion that there remains a residual risk of repetition and therefore an ongoing risk to service users. There is a need for a sanction which addresses and mitigates the risks the panel has identified. For the same reasons it would be insufficient for the panel to give advice to Ms Hall or impose a warning order. This sanction

would not restrict Ms Hall's ability to practise and was therefore not appropriate where there is a current risk to public safety.

The panel next considered whether the current conditions of practice order should be extended for a further period of time. The panel took the view that the deficiencies identified with Ms Hall's practice are potentially capable of being remedied and was satisfied that the current conditions of practice order remained appropriate in providing a framework to enable Ms Hall to address the deficiencies and provide evidence to demonstrate that she has done so.

The panel considered whether the more restrictive option of a suspension order was appropriate but decided that conditions of practice was the appropriate and proportionate order. Conditions of practice are workable and sufficient to mitigate the risk of repetition. In reaching this decision the panel has not taken into account the concerns relating to Ms Hall's compliance with condition 12 because it would be premature to do so.

The panel took the view that the order should be extended for 12 months. This is a slightly longer period of time than that proposed by Social Work England in its submissions. In reaching this decision the panel took into account that Ms Hall's circumstances have changed. She is not currently in employment as a social worker and it may take some time for her to obtain suitable employment, complete initial training, complete probation, and build the confidence of her managers in her abilities. The panel considered that a longer period of time was appropriate for Ms Hall to embed her learning and insight into her social work practice and to provide evidence to a reviewing panel that she has remediated the deficiencies in her practice.

The panel decided to amend the conditions of practice order to remove condition 9. Ms Hall has complied with this condition by providing a reflective statement. Although further evidence of Ms Hall's developing insight is likely to assist a future review panel, the panel did not consider that a condition requiring another reflective statement was necessary for public protection.'

Submissions:

Social Work England

18. The written submissions on behalf of Social Work England were set out in the notice of hearing letter dated 24 April 2025 as follows:

'Social Work England will invite the Panel to extend the current Conditions of Practice Order for a further 12 months. Since the Order came into

effect, Ms Hall has provided three reflective written pieces and shown some insight as to the impact her impairment may have had on her practice.

However, Ms Hall has not been employed in a social care role to put into practice any remediation, to demonstrate the maintenance of the skills and knowledge of a social worker. There is no evidence to support that she is now capable of safe and effective practice or that remediation is complete. Therefore, the concerns as to her fitness to practise remain.

Whilst Ms Hall's fitness to practise remains impaired, she ought to be afforded a further opportunity to engage with the conditions and evidence further remediation and insight. In particular, evidence of working safely and effectively in accordance with the requirements of a personal development plan is necessary to evidence that the risk of repetition has reduced. It is submitted that reflection and the passage of time alone are insufficient in this case to mitigate the ongoing risks until such time as Ms Hall can demonstrate safe social work practice, effective case management and record keeping.

Social Work England therefore invites the Panel to find that Ms Hall's fitness to practise remains impaired and to extend the current Order by 12 months to allow Ms Hall to provide further evidence of remediation, insight and safe practice.'

Ms Hall's submissions

19. The panel noted Ms Hall's written submissions dated 18 March 2025 as follows:

'I have reflected on the reasons for conditions being placed on my registration and I take full accountability for the situation.

Since my last review I have continued my CPD and continue to be a registered Social Worker. I am currently unemployed. I applied for a role as a Social Worker within Lambeth Fostering team. My initial application contained the conditions on my registration. I was interviewed for the role and received a conditional offer for the role, unfortunately Lambeth later withdrew their offer of employment in December 2024. This was devastating for me as I was fully committed to the role. I have used the time to reflect on whether I wish to remain a social worker and I am still fully committed to social work and will look for a new role within fostering, adoption or kinship care which I will advise you of, as soon as I apply. I am aware that conditions on my registration may have a negative impact on my ability to find employment but am committed to finding a new role.

Whilst not being employed as a social worker I have continued to be a member of BASW and Unison and have accessed learning information from both sites. I also keep updated with legislation and social work

practice through Community care and The Guardian as well as the Internet.

I am aware of the recent update to the assessment forms for kinship carers in England. In February 2025, CoramBAAF introduced the Kinship Care Assessment (Form K) England. The new form aims to provide a more tailored and effective assessment process for kinship carers.

One of the articles I have read on the community care website is 'Time management tips for social workers struggling to maintain control' which provided practical tips on time management.

Whilst working for Positive Aspirations I completed all of the training for the role within my employment. I also kept up to date with fostering legislation. My role included supervising other social workers and reviewing their reports before they were presented to panel and supporting them in completing their assessments. I also presented an assessment to panel for a foster carer where I assessed her standard of care which was presented to panel and the panel supported the outcome of my report. This is evidence of my ability to complete assessments in a thorough and timely manner.

I fully appreciate and take responsibility for the negative impact on the public and wider professional perception of the social work profession my negative practice had and am committed to continued professional learning, growth and working to ethical standards.

[PRIVATE]. I will now return to applying for social work roles.'

Panel decision and reasons on current impairment:

20. In considering the question of current impairment, the panel undertook a comprehensive review of the final order in light of the current circumstances. It took into account the decision of the previous panel. However, it has exercised its own judgement in relation to the question of current impairment. The panel also took into account Social Work England's most up to date published Impairment and sanctions guidance.
21. 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 maintaining public confidence in the profession.
22. The panel acknowledged that the Registrant carried the persuasive burden of satisfying the committee that her fitness to practise is no longer impaired. In *Abrahaem v General*

Medical Council [2008] EWHC 183 (Admin) at Paragraph 23 the court said that a review has to consider that

‘...there is a persuasive burden on the practitioner at a review to demonstrate that he or she has fully acknowledged why past professional performance was deficient and through insight, application, education, supervision, or other achievement has sufficiently addressed the past impairments’.

23. The Supreme Court said in *Khan v GPhC* [2017] 1 WLR 169 SC (Sc):

‘The focus of a review is upon the current fitness of the Registrant to resume practice, judged in the light of what he has, or has not, achieved since the date of the suspension. The review committee will note the particular concerns articulated by the original committee and seek to discern what steps, if any, the Registrant has taken to allay them during the period of his suspension. The original committee will have found that his fitness to practise was impaired. The review committee asks: “Does the Registrant’s fitness to practise remain impaired?”’

24. The panel therefore first considered whether Ms Hall’s fitness to practise remains impaired today.

25. The panel had regard to all of the documentation before it, including the decision and reasons of the previous review panel. The panel also took into account the extensive correspondence showing the steps taken by Ms Hall in 2024 to obtain employment, including a post with Lambeth Council. It was understandably disappointing for Ms Hall to have the offer of a post withdrawn.

26. The panel recognised that Ms Hall appeared to be committed to remediating the concerns relating to her fitness to practise. Commendably, she appears to be proactively and energetically seeking work in a registered capacity, which if successful will allow her the opportunity of demonstrating her ability to work safely and effectively. However, when looked at objectively, the panel considered that Ms Hall’s reflections and submissions lacked depth. The reflective piece which she provided for this panel was quite limited in scope. Ms Hall referred to undertaking third-party CPD, but she had not provided any supporting evidence of what the CPD consisted of, when it had been undertaken and completed, and what role it served in meeting the steps necessary to remediate Ms Hall’s deficiencies in her professional practice. The panel considered that the central theme which linked Ms Hall’s deficiencies in practice related to her inability to plan and organise written materials. Ms Hall continued to illustrate her shortcomings, inadvertently, in her written submissions.

27. The panel observed that Ms Hall had not provided Social Work England with an analysis of the situations impacted by her deficiencies in practise, the targeted CPD that she had selected to meet this and an explanation of how and why this CPD achieved the desired result. Ms Hall referred to undertaking courses with BASW and her union but

had not explained what those courses were and why she had taken them, nor what purpose they served in her plan for remediation. The panel had not been provided with evidence of Ms Hall's current employment or plans for employment, and there were no testimonials or supporting certificates in relation to the progress made in her plan.

28. Significantly for the panel, there still appeared to be issues regarding Ms Hall's timeliness in completing written work, as well as difficulties sustaining employment. The panel observed that it was important not to overstate this. Ms Hall had correctly supplied Lambeth Council with the current conditions of practice which applied to her when she made her first application for the post. However, her conditions of practice had afterwards been changed. There appeared to be a number of instances where Ms Hall had not been able to supply the correct and current conditions of practice. Subsequently, the offer of employment had been withdrawn which must have been very dispiriting for Ms Hall. The panel considered that it was important to allow for the possibility of confusion regarding which conditions ought to have been supplied at which point. However, the way that Ms Hall appeared not to have resolved the matter promptly and accurately suggested an absence of change regarding Ms Hall's current impairment. Ms Hall had not supplied the panel with any reflection in relation to this episode and whether she perceived a link between her incomplete update of the job application, the deficiencies in practice which had been identified, and her capacity to satisfy an employer that she was able to practise safely and effectively under conditions of practice. These circumstances could have been adopted by Ms Hall as a learning opportunity, and it might assist Ms Hall to consider how she might reflect more completely in the future.
29. The panel wish to stress that it approached the matter of current impairment objectively and taking into account Ms Hall's obligation to satisfy the panel that she was no longer impaired. The panel was anxious that its observations would not be misperceived as a criticism of Ms Hall or an imposition of artificial barriers to her remediation. The panel is aware that Ms Hall has challenging personal circumstances to deal with.
30. Taking into account all of the available information, the panel was unable to be satisfied that Ms Hall had met the persuasive burden of satisfying the panel that her fitness to practise is no longer impaired. The panel concluded that there remains an ongoing risk of harm to service users. This finding also takes into account the wider public interest in declaring and upholding proper standards for social workers and of maintaining public confidence in the profession.

Decision and reasons on sanction:

31. Having found Ms Hall's fitness to practise is currently impaired, the panel then considered what, if any, sanction it should 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.

32. The panel was mindful that the purpose of any sanction is not to punish Ms Hall, but solely 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 by upholding proper standards of conduct and behaviour. The panel applied the principle of proportionality by weighing Ms Hall's interests with the public interest.
33. The panel considered the option of taking no further action or allowing the conditions of practice to lapse on its expiry. The panel decided that this would be inconsistent with the panel's conclusion that there remains a residual risk of repetition and therefore an ongoing risk to service users. There is a need for a sanction which addresses and mitigates the risks the panel has identified. For the same reasons it would be insufficient for the panel to give advice to Ms Hall or impose a warning order. This sanction would not restrict Ms Hall's ability to practise and was therefore not appropriate where there is a current risk to public safety.
34. The panel next considered whether the current conditions of practice order should be extended for a further period of time.
35. The panel took the view that the deficiencies identified with Ms Hall's practice are potentially capable of being remedied and was satisfied that the current conditions of practice order remained appropriate in providing a framework to enable Ms Hall to address the deficiencies and provide evidence to demonstrate that she has done so.
36. Conditions of practice are workable and sufficient to mitigate the risk of repetition even although Ms Hall may not currently be engaged in a registered role.
37. The panel took the view that the order should be extended for 18 months.
38. This is a longer period of time than that proposed by Social Work England in its submissions. In reaching this decision the panel took into account that Ms Hall's circumstances have changed. She is not currently in employment as a social worker and it may take some time for her to obtain suitable employment, complete initial training, complete probation, and build the confidence of her managers in her abilities. The panel considered that a longer period of time was appropriate for Ms Hall to embed her learning and insight into her social work practice and to provide evidence to a reviewing panel that she has remediated the deficiencies in her practice.
39. The panel therefore imposed the following conditions of practice:

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 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/restart work until these arrangements have been approved by Social Work England.
 - (c) You must allow your reporter and Social Work England to exchange information.
4. You must provide reports from your reporter to Social Work England every 6 months from the date condition 3 comes into effect and at least 14 days prior to any review.
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 31 24 days of the date of application [for future registration] or 7 days from the date these conditions take effect [for existing registration].
9. Within 6 months of these conditions coming into effect, you must submit to Social Work England, a reflective piece (of no less than 1000 words, and no more than 2000 words) which demonstrates your insight into:
 - the actions that led to the referral to your regulator
 - the impact of your actions on members of the public and the reputation of your profession

- how you will approach any similar situations in the future to avoid a repetition of your actions
10. 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:
- Comprehensive training in the relevant legislative framework in the area in which you are working
 - Preparing and conducting assessments in line with the relevant legislation
 - Time management
 - Record keeping
11. You must provide a copy of your personal development plan to Social Work England within 12 weeks from commencement of any employment as a registered social worker and an updated copy 2 weeks prior to any review.
12. You must inform, within 7 days from the date these conditions take effect, the following parties that your registration is subject to the conditions listed at 1 to 11, above:
- Any organisation or person employing or contracting with you to undertake social work services whether paid or voluntary.
 - Any locum, agency or out-of-hours service you are registered with or apply to be registered with in order to secure employment or contracts to undertake social work services whether paid or voluntary (at the time of application).
 - Any prospective employer who would be employing or contracting with you to undertake social work services whether paid or voluntary (at the time of application).
 - Any organisation, agency, or employer where you are using your social work qualification/knowledge/skills in a non-qualified social work role, whether paid or voluntary.

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

13. You must permit Social Work England to disclose the above conditions, 1 to 12, to any person requesting information about your registration status.'

40. This panel cannot bind a future panel. However, a future reviewing panel may benefit from Ms Hall attending the review hearing and it would be of assistance to that panel if Ms Hall were able to provide;
- Evidence that she has kept her social work skills and knowledge up to date, including documentary evidence of CPD such as certificates of attendance and completion. This evidence should also include what the CPD consisted of, when it was undertaken and completed, and how it meets the steps necessary to remediate any deficiencies in her professional practice.
 - A further reflective piece relating to the regulatory concerns and the impact these concerns could have upon service users and confidence in the profession.
 - Testimonials from line managers or supervisors from paid or unpaid work, including unqualified and voluntary work undertaken, which demonstrate Ms Hall's use of social work skills and/or refer to the concerns identified.

Right of appeal:

41. Under Paragraph 16(1)(b) of Schedule 2 of Ms Halls Regulations 2018 (as amended), Ms Hall 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.
42. Under Paragraph 16(2) of Schedule 2 of Ms Halls 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 Ms Hall is notified of the decision complained of.
43. Under Paragraph 15(1A) of Schedule 2 of Ms Halls 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.
44. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

45. Under regulation 15(1), 15(2) and 15(3) of Schedule 2 of Ms Halls 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 Ms Hall.
- 15(3) A request by Ms Hall under sub-paragraph (2) must be made within such period as the regulator determines in rules made under Regulation 25(5).

46. 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

47. 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>