

Social worker: Helena Simekova

Registration number: SW106613

Fitness to Practise

Final Order Review hearing

Date of hearing: 26 August 2025

hearing venue: Remote

Final order being reviewed:

Conditions of practice order (expiring 04 October 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 first review of a final conditions of practice order originally imposed for a period of 18 months by the Case Examiners on 02 April 2024.
2. Ms Simekova attended and was represented by Christina Ramage of the British Association of Social Workers.
3. Social Work England was represented by Ms Aslam, case presenter instructed by Capsticks LLP.

Adjudicators	Role
Clive Powell	Chair
Linda Helen Norris	Social worker adjudicator

Hearings team/Legal adviser	Role
Tom Stoker	Hearings officer
Ruby Wade	Hearings support officer
Stacey Patel	Legal adviser

Service of notice:

4. Service of notice was not specifically addressed during the hearing. However, as Ms Simekova attended the hearing and was represented by Ms Ramage, the panel was satisfied that notice of the hearing had been properly effected in accordance with the relevant Rules.

Preliminary matters:

5. No preliminary matters were raised.

Review of the current order:

6. This final order review hearing is taking place under Paragraph 15(1) of Schedule 2 of The Social Workers Regulations 2018 (as amended) and Social Work England's Fitness to Practise Rules 2019 (as amended).
7. The purpose of this review is to review the current order, which is due to expire at the end of 04 October 2025. The order subject to review is a conditions of practice order, the conditions of which are as follows:
 1. You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency, or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.
 2. You must allow Social Work England to exchange information with your employer, agency, or any organisation with which you have a contract or arrangement to provide

social work or educational services, and any reporter or workplace supervisor referred to in these conditions.

3a. 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.

3b. You must not start or continue to work until these arrangements have been approved by Social Work England.

4. You must provide reports from your reporter to Social Work England every 6 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.

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 / selfemployment (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 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).

9a. At any time you are employed, or providing social work services, which require you to be registered with Social Work England; you must place yourself and remain under the supervision of a workplace supervisor nominated by you and agreed by Social Work England. The workplace supervisor must be on Social Work England's register. The workplace supervisor must be in a position to offer case supervision, at a minimum of every 4 weeks. This supervision should cover, in addition to standard agenda items, risk assessment and management, and case recording timeliness and accuracy.

9b. You must not start or continue to work until these arrangements have been approved by Social Work England.

10. You must provide reports from your workplace supervisor to Social Work England every 6 months and at least 14 days prior to any review, and Social Work England will make these reports available to any reporter referred to in these conditions on request.

11. You must keep your professional commitments under review and limit your social work practice in accordance with your workplace supervisor's advice.

12. You must not supervise the work of any other social worker or student social worker.

13. You must not be responsible for the work of any other social worker or student social worker.

14. You must not work as an independent social worker and must only work as a social worker at premises where other social workers are employed.

15. You must not be responsible for the administration and/or management of any independent social work practice/establishment.

16. You must not undertake any agency or locum posts of less than 6 months duration.

17a. You must make arrangements for an audit to be carried out by your workplace supervisor in relation to case management, specifically, risk assessment and the management of risk and case recording timeliness and accuracy. The audit must be signed by your workplace supervisor.

17b. You must provide a copy of this audit to Social Work England every 3 months and at least 14 days prior to any review.

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

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

19. 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.

You must permit Social Work England to disclose the above conditions, 1 to 19, to any

person requesting information about your registration status.

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

Whilst registered as a social worker, you

1. Did not adequately assess and/or manage risk in relation to:

i. service user 1

ii. service user 2

iii. service user 3

iv. service user 4

v. service user 5

2. Failed to accurately record and/or maintain up to date case records.

3. Failed to maintain communications with professionals.

4. Failed to notify the regulator of your dismissal in a timely manner.

The case examiners on 02 April 2024 determined the following with regard to impairment:

Assessment of impairment consists of two elements:

1. The personal element, established via an assessment of the risk of repetition.

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

Personal element

With regards to the concerns before the regulator, the case examiners have given thought to their guidance, and they note that they should give consideration to whether the matters before the regulator are easily remediable, and whether the social worker has demonstrated insight and/or conducted remediation to the effect that the risk of

repetition is highly unlikely. Whether the conduct can be easily remedied. The case examiners do consider that the alleged conduct is remediable by the social worker, for example through training to reaffirm the social worker's knowledge and insight.

Insight and remediation

Whilst the social worker has stated, in their correspondence with the regulator, that their ability to complete their allocated work was hindered by the number of cases they were allocated and IT issues, there is little evidence of the social worker being proactive to address this and escalate their concerns. The case examiners are not satisfied that the social worker has demonstrated an understanding of the far reaching impact of their conduct and the potential risk posed by not undertaking safeguarding S42 enquiries. It is currently unclear to the case examiners how the social worker would prevent the regulatory concern from happening again.

Risk of repetition

Whilst the social worker has provided narrative to the regulator, there is little evidence of insight and remediation. The continuing professional development (CPD) provided by the social worker has no direct relevance to the regulatory concerns and with the social worker not currently being in England or practising as a social worker, there is no testimony available as to their current professional practice. As such the case examiners consider there is a high risk of repetition

Public element

The case examiners have next considered whether the social worker's actions have the potential to undermine public confidence in the social work profession, or the maintenance of proper standards for social workers. 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 have considered the seriousness of the allegations, and the evidence of potential and/or actual harm caused to service users. They consider that the alleged actions have the potential to have a negative impact on trust and confidence in the social work profession, and that a fully informed member of the public would expect a finding of impairment, if the concerns were found proven. The case examiners conclude that there is a realistic prospect that the adjudicators would make a finding of current impairment in this case.

The case examiners on 02 April 2024 determined the following with regard to sanction:

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 taken into account the principle of proportionality by weighing the social worker's interests with the public interest when considering each available sanction in ascending order of severity. In considering a sanction, the case examiners have considered mitigating and aggravating factors in this case:

Mitigating

- The social worker has accepted the core facts.
- The social worker has engaged with the investigation and fitness to practise process.

Aggravating

- The social worker has not shown sufficient insight into the alleged conduct and has not demonstrated remediation.
 - The social worker was dismissed from their employment following a disciplinary panel and this decision was upheld at appeal.
 - The social worker is not currently in England or practising as a social worker and therefore there is no up to date testimony as to their professional practice.
- In determining the most appropriate and proportionate outcome in this case, the case examiners have considered the available options in ascending order of seriousness.

No Action

The case examiners conclude that the nature and seriousness of the social worker's alleged conduct has not been remediated. 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 or Warning

The case examiners have then considered whether to issue advice or a warning. They note that neither of these sanctions would restrict the social worker's ability to practise and, therefore, it is not appropriate where there is a current risk to public safety. In relation to a warning, the case examiners had regard to paragraph 108 of the guidance, which reads:

A warning order is likely to be appropriate where (all of 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 do not consider that issuing advice or a warning would be sufficient to promote and protect public confidence in the profession. Such sanctions would not restrict the social worker's practice; the case examiners have already identified that the risk of repetition remains.

Conditions of Practice Order

The case examiners next considered a conditions of practice order. The case examiners have consulted paragraph 114 of the guidance which states: 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

Whilst the social worker has not demonstrated full insight, the case examiners determine that workable conditions can be formulated that would support the social worker to develop the requisite insight and remediate their practice. In addition, the order is subject to review, and can be extended or replaced with a different order if necessary.

Having concluded that a conditions of practice order is the appropriate outcome in this case, the case examiners went on to consider the length of time for the order. The case examiners consider that 18 months would allow the social worker time to gain employment and to have sufficient time to demonstrate strengthened practice within a full appraisal cycle.

Suspension or Removal Order

The case examiners went on to test the suitability of the conditions of practice order by considering the next most severe sanctions, a suspension order and a removal order.

Having considered their guidance the case examiners did not consider these orders to be proportionate. Whilst the regulatory concerns were serious and the social worker's actions or inactions had the potential to place the public at risk, the case

examiners consider that the public can be protected with a robust conditions of practice order, which has been put forward.

To conclude, the case examiners have proposed a conditions of practice order – (18 months) duration. They will now notify the social worker of their intention and seek the social worker's agreement to dispose of the matter accordingly. The social worker will be offered 28 days to respond. If the social worker does not agree, or if the case examiners revise their decision regarding the public interest in this case, the matter will proceed to a final hearing.

Social Work England submissions:

8. The panel considered written submissions from Social Work England as follows:

Social Work England invites the Panel to consider that the fitness to practise of the Social Worker remains impaired on the basis that the Social Worker has provided limited evidence of reflection, remediation or insight. There has been no change in circumstances since the imposition of the Conditions of Practice Order and the risk of repetition remains high.

The Social Worker has advised that she is not currently working as a social worker due to her family circumstances and due to living abroad. Accordingly, it has not been possible to test compliance with the conditions.

Whilst the Social Worker has indicated a desire to return to social work she has stated that she does not know when she will be able to do so. There has been some engagement with Social Work England and the Social Worker has identified that her practice would benefit from supervision, further reflection and remediation.

The Panel are therefore invited to extend the Conditions of Practice Order for a further 12 months. This will afford the Social Worker, should they return from abroad, the opportunity to work in a registered role with the requisite oversight, which would include supervision and audits, and to demonstrate that she can practice safely.

The Panel may in this case wish to make recommendations as to the information and evidence that would assist a future reviewing Panel, particularly if the Social Worker remains abroad.

9. In oral submissions, Ms Aslam asked to find continued impairment as there was no significant change of circumstances. Ms Simekova is currently living abroad due to personal circumstances. She is likely to remain there for three years and is not expected to return to practice before then. Ms Simekova is keen to develop insight and remediation. However, Social Work England confirmed the regulatory concerns remain the same, and while the reflective statement and CPD evidence provides some evidence of reflection and insight, it is not sufficient at this stage. Ms Simekova still

poses a risk to public and a member of the public would be concerned if they knew of the regulatory concerns and would want to see restrictions in place.

10. Ms Aslam therefore asked the Panel to impose a further Conditions of Practice Order for a period of 12 months with the same conditions as before.

Social worker submissions:

11. Ms Ramage, on behalf of Ms Simekova, gave a prepared oral statement as follows:

Ms Simekova has made her own submissions to this panel, outlining her current circumstances that require her to be available to care for her elderly parents. This requires her to be outside the UK at this time, and she is aware that this has prevented her from utilising the conditions of practice order to demonstrate her learning and improvement.

The purpose of the conditions are to enable the registrant to provide evidence of her remediation, safer practice, and improvement. The current situation does not allow for her to do this, however she has made efforts to remain current in her learning and reflections.

As you will see from her submission she continues to read articles that are relevant to safeguarding, and has given details of this. Further to this, she has continued to reflect on the concerns and what she would do differently.

I would respectfully invite the panel to consider her submission when making a decision on the order being extended. The registrant would wish for the order to be revoked, she is also aware that this may not be the decision of the panel, and would ask that any timeframe imposed be reasonable.

It is intended that Ms Simekova will return to the UK to seek a return to her profession when personal circumstances allow, as she has stated in her submission, she has considered

- *Planning her return safely with support and supervision*
- *what she would ensure was in place prior to accepting any role*
- *and in terms of her own responsibilities she shows a deeper understanding of what would be expected of her in terms of standards and her practice.*

It may be that the panel wish to recommend specific areas for the registrant to focus any future CPD if they are considering an extension to the order. Ms Simekova accepts that the panel may wish to do this and is open to providing further learning and reflections if this is required of her.

Thank you for your time.

Panel Questions

12. The panel asked both parties if a conditions of practice order was still appropriate given that Ms Simekova was unable to comply for a lengthy period of time due to her personal circumstances. The Panel were mindful that any conditions must be 'workable'.
13. Ms Aslam submitted the Panel could make a finding of no impairment and could revoke the order, but as Ms Simekova accepts impairment, it would be appropriate to restrict practise. Ms Simekova is currently on a conditions of practice order and it would not be appropriate to replace it with a suspension order as that would be too restrictive and punitive. Ms Aslam submitted that Ms Simekova has engaged, developed insight and tried to remediate her failings.
14. Ms Aslam continued that 'workable' was not an entirely clear definition, and that this particular case was akin to a social worker resident in this country but not in employment. Furthermore the conditions currently are ineffective rather than unworkable. It was open to Ms Simekova to undertake work in her country which would give transferable skills and Social Work England could take account of these when she returned to practice. Ms Simekova could also provide further testimonials from people who worked with her in the past and were aware of the case, she could do more targeted CPD and a further reflective piece.
15. Finally Ms Aslam submitted that Social Work England do not wish to discriminate or punish a social worker for having caring responsibilities and thus a conditions of practise order is still appropriate.
16. Ms Ramage gave a further prepared submission as follows:

I would point the panel to page 34 of the main bundle, the case examiners make it clear that they proposed this order as an accepted disposal and they felt it met the minimum NECESSARY TO PROTECT THE PUBLIC. THEY FELT IT WAS FAIR AND PROPORTIONATE AND THE REGISTRANT ACCEPTED THIS FULLY AS YOU WILL SEE ON PAGE 33 UNDER SOCIAL WORKERS COMMENTS.

This registrant may have some further learning to demonstrate, but being out of work during the duration of the order is not a barrier to providing remediation, reflection and meaningful learning. There are other orders that have had the same difficulties in terms of providing employment evidence during the order, but with learning and insight the order has been revoked after a review.

Many registrants are not able to secure employment during such an order, and have to rely upon learning opportunities and reflections to demonstrate deeper insight into concerns that have been raised.

[She referred the panel to the] Sanctions Guidance, paragraph 68.

68. *The events leading to a concern will inform any decision about current and future risk to the public, however the purpose of the fitness to practise process is not to blame or punish for past mistakes or poor behaviour. It is our view that a move to a suspension order at this time is punitive as there is no evidence of the risk increasing.*

69. *Decision makers must select the least restrictive sanction necessary to protect the public and the wider public interest. It is our view that the public interest is served by the current order, there is no demonstrable increase in risk to justify such an order.*

The order is a protective factor and given the registrant is not in practice, not in the country and is cooperating fully with this process I believe protection of the public is served by the order.

I would respectfully remind the panel that Ms Simekova, whilst out of the country can still utilise a wide variety of learning to enhance her knowledge and insight. She is able to work with the regulator in her commitment to a return to social work, that return maybe sooner than 3 years but it is not possible to be decisive on the timing at this juncture.

In addition to this, I would remind the panel this is the first review and any extension will serve ample time for the registrant to demonstrate further learning and she can utilise the extension time to provide social work England with the evidence of her deepening insight with a view to working towards revoking the order. We believe an extension is realistic in the current circumstances and in respect of applying for an early review she is insightful enough to know that she would only do this if she was able to meet the requirements of remediation.

Panel decision and reasons on current impairment:

17. 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 case examiners. 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 'Impairment and sanctions guidance'.

18. The panel had regard to all of the documentation before it, including the decision and reasons of the original case examiners and the reflective piece and CPD learning provided by Ms Simekova. The panel also took account of the submissions made by Ms Aslam on behalf of Social Work England and those made by Ms Ramage on behalf of Ms Simekova.

19. The Panel heard and 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.

20. The Panel first considered whether Ms Simekova's fitness to practise remains impaired and it should follow the approach of Dame Janet Smith endorsed in the High Court in *CHRE v NMC and Grant [2011] EWHC 927 (Admin)*.
21. The Panel acknowledged the submission of a reflective piece in July 2025 and were encouraged by Ms Simekova's willingness to accept the concerns raised by Social Work England and to fully engage with the regulatory process, however the current document did not evidence full insight. The Panel accepted that Ms Simekova wished to return to practice but that her current caring circumstances prevented her from doing so. The Panel considered that while Ms Simekova remained out of any social work related employment, it was difficult for her to demonstrate that she had embedded the learning that she has undertaken as part of her CPD. The Panel also took into account Ms Simekova's own admissions that her practice was currently impaired.
22. Taking all of the evidence into account, the Panel concluded that whilst there are signs of developing insight and some early steps towards remediation, Ms Simekova's fitness to practice remains impaired. On the personal component, the Panel determined that there continues to be a risk of repetition in light of the incomplete insight and remediation. On the public component, the Panel considered that confidence in the profession and the need to uphold proper standards would be undermined if a social worker with such serious findings against them, and with limited evidence of remediation, were permitted to return to unrestricted practice at this stage.
23. For these reasons, the panel determined that Ms Simekova's fitness to practice remains currently impaired on both personal and public components.

Decision and reasons:

24. Having found Ms Simekova'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.
25. The panel considered the submissions made by Ms Aslam, on behalf of Social Work England, during which they invited the panel to consider imposing a Conditions of Practice order. The panel also noted the observations of Ms Ramage who was broadly supportive of this position. The panel also took into account the 'Impairment and sanctions guidance' published by Social Work England.
26. The panel was mindful that the purpose of any sanction is not to punish Ms Simekova, 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 Simekova's interests with the public interest. The panel also reminded itself that there is a public interest in returning social workers to unrestricted practice when it is appropriate to do so.

Conditions of practice order

27. The panel considered whether a lesser order was appropriate in the circumstances of this case but concluded that it would not offer an appropriate level of protection to service users nor would it uphold proper professional standards and confidence in the regulatory process. Furthermore, the panel considered whether in the light of Ms Simekova's present circumstances whether the conditions of practice order should be replaced with a suspension order, however the panel concluded that this would be disproportionate in the circumstances of this particular case.
28. The panel took the view that the deficiencies identified with Ms Simekova's practice are potentially capable of being remedied and was satisfied that the current conditions of practice order was still appropriate to address the deficiencies. The panel took the view that the order should be extended for 18 months. The panel was satisfied that this period was appropriate because there were workable and measurable conditions that could be formulated to protect the public. The slightly longer period would also take the pressure of Ms Simekova and allow her to focus on her remediation and insight, while still having her caring responsibilities. The panel reminds the parties that an early review of the order can be sought and that this may have particular relevance to Ms Simekova should she feel that she has remediated the fitness to practice concerns within the eighteen months allowed for by the panel.
29. The conditions are as follows:
1. You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency, or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.
 2. You must allow Social Work England to exchange information with your employer, agency, or any organisation with which you have a contract or arrangement to provide social work or educational services, and any reporter or workplace supervisor referred to in these conditions.
 - 3a. 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.
 - 3b. You must not start or continue to work until these arrangements have been approved by Social Work England.
 4. You must provide reports from your reporter to Social Work England every 6 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.

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 / selfemployment (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 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).
- 9a. At any time you are employed, or providing social work services, which require you to be registered with Social Work England; you must place yourself and remain under the supervision of a workplace supervisor nominated by you and agreed by Social Work England. The workplace supervisor must be on Social Work England 's register. The workplace supervisor must be in a position to offer case supervision, at a minimum of every 4 weeks. This supervision should cover, in addition to standard agenda items, risk assessment and management, and case recording timeliness and accuracy.
- 9b. You must not start or continue to work until these arrangements have been approved by Social Work England.
10. You must provide reports from your workplace supervisor to Social Work England every 6 months and at least 14 days prior to any review, and Social Work England will make these reports available to any reporter referred to in these conditions on request.
11. You must keep your professional commitments under review and limit your social work practice in accordance with your workplace supervisor's advice.
12. You must not supervise the work of any other social worker or student social worker.
13. You must not be responsible for the work of any other social worker or student social worker.
14. You must not work as an independent social worker and must only work as a social worker at premises where other social workers are employed.
15. You must not be responsible for the administration and/or management of any independent social work practice/establishment.
16. You must not undertake any agency or locum posts of less than 6 months duration.

17a. You must make arrangements for an audit to be carried out by your workplace supervisor in relation to case management, specifically, risk assessment and the management of risk and case recording timeliness and accuracy. The audit must be signed by your workplace supervisor.

17b. You must provide a copy of this audit to Social Work England every 3 months and at least 14 days prior to any review.

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

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

19. 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.

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

30. This panel cannot bind a future panel. However, a future reviewing panel would expect Ms Simekova to attend the review hearing and it would be of assistance to that panel if they were able to provide evidence that they had undertaken significant steps that would facilitate a safe and effective return to the register without restriction. This may include:

- (i) Evidence that they have kept their social work skills and knowledge up to date, such as:
- Training courses (online or otherwise);
 - Testimonials from any current employer who is fully aware of the circumstances of this case. These could include reference to using transferable skills relevant to the areas of concern to demonstrate that her learning and reflections are embedded in her approach

- A further reflective statement demonstrating further developed insight and remediation as to how these events had occurred, changes to her practice and how the concerns accepted would not be repeated

Right of appeal:

1. 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.
2. 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.
3. 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.
4. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

5. 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).

6. 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

7. 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>