

Social worker: Richard Lohman

Registration number: SW33443

Fitness to Practise

Final Order Review Hearing

Date of hearing: 19 January 2026

Hearing venue: Remote

Final order being reviewed:

Conditions of practice order (expiring 02 March 2026)

Hearing outcome: Extend the current conditions of practice order for a further 12 months with effect from the expiry of the current order

Introduction and attendees:

1. This is the fourth review of a final suspension order originally imposed for a period of 12 months by a panel of adjudicators on 08 November 2022. At the first review on 31 October 2023 the suspension order was replaced with a conditions of practice order for a period of 12 months. At the second review on 23 October 2024 the conditions of practice order was extended for a period of 6 months. At the third review on 22 April 2025 the conditions of practice order was extended for a further 9 months.
2. Mr Lohman did not attend and was not represented.
3. Social Work England was represented by Miss Hazelwood, case presenter from Social Work England.
4. The panel of adjudicators conducting this review (hereafter “the panel”) and the other people involved in it were as follows:

Adjudicators	Role
Catherine Boyd	Chair
Natalie Pickles	Social worker adjudicator

Hearings team/Legal adviser	Role
Kathryn Tinsley	Hearings officer
Jo Cooper	Hearings support officer
Stacey Patel	Legal adviser

Service of notice:

5. The panel was informed by Miss Hazelwood that notice of this hearing was sent to Mr Lohman by email to an address provided by Mr Lohman (namely their registered address as it appears on the Social Work England Register). Miss Hazelwood submitted that the notice of this hearing had been duly served.
6. The panel of adjudicators 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 18 December 2025 and addressed to Mr Lohman at their email address which they provided to Social Work England;
 - An extract from the Social Work England Register detailing Mr Lohman’s registered address;
 - A copy of a signed statement of service, on behalf of Social Work England, confirming that on 18 December 2025 the writer sent by email to Mr Lohman at the address referred to above, the notice of hearing and related documents;
7. The panel accepted the advice of the legal adviser in relation to service of notice.

8. Having had regard to Rules 14 and 15 and 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 Mr Lohman in accordance with Rules 14 and 15.

Proceeding in the absence of the social worker:

9. The panel heard the submissions of Miss Hazelwood on behalf of Social Work England. Miss Hazelwood submitted that notice of this hearing had been duly served, no application for an adjournment had been made by Mr Lohman and as such there was no guarantee that adjourning today's proceedings would secure their attendance. Miss Hazelwood further submitted that there were public protection concerns arising from the allegations. They therefore invited the panel to proceed in the interests of justice and the expeditious disposal of this hearing.
10. The panel accepted the advice of the legal adviser in relation to the factors it should take into account when considering this application. This included reference to Rule 43 of the Rules and 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 the social worker'.
11. The panel considered all of the information before it, together with the submissions made by Miss Hazelwood on behalf of Social Work England. The panel noted that Mr Lohman had been sent notice of today's hearing and the panel was satisfied that service had been effected. The panel paid particular attention to an email dated 06 January 2026 from Mr Lohman to Capsticks where he stated: "*Thank you for your email, I will not be attending.*"
12. The panel, therefore, concluded that Mr Lohman had chosen voluntarily to absent themselves. The panel had no reason to believe that an adjournment would result in Mr Lohman's attendance. The panel determined that Mr Lohman had voluntarily absented themselves from these proceedings. In the circumstances, the panel concluded that it was appropriate to proceed in the absence of Mr Lohman.

Preliminary matters

13. Miss Hazelwood applied for part of the hearing to take place in private as there was information contained within the documents regarding Mr Lohman's health.
14. The panel accepted the advice of the legal adviser who referred to rules 37 and 38 of Social Work England's Fitness to practise Rules 2019 (as amended).
15. The panel noted that in accordance with rule 37, Social Work England hearings usually take place in public, subject to the discretion to depart from that principle provided for in rules 38(a) and (b) of the Social Work England Fitness to Practise Rule ("FTP Rules 2019"), namely;

"(a) A hearing, or part of a hearing, shall be held in private where the proceedings are considering:

(i) whether to make or review an interim order; or

(ii) the physical or mental health of the registered social worker.

(b) The regulator, or adjudicators as the case may be, may determine to hold part or all of the proceedings in private where they consider that to do so would be appropriate having regard to:

(i) the vulnerability, interests or welfare of any participant in the proceedings; or

(ii) the public interest including in the effective pursuit of the regulator's overarching objective."

15. The panel also noted that the last review hearing was held partly in private as there was information in relation to Mr Lohman's health.

16. The panel was therefore satisfied that it was appropriate that part of this hearing should be held in private where there is mention of health issues in relation to Mr Lohman's health or private life in accordance with Rule 38.

17. The chair confirmed that all parties were in receipt of the hearing bundle (278 pages) and the service and supplementary bundle (15 pages).

Review of the current order:

18. 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).

19. The purpose of this review is to review the current order, which is due to expire at the end of 02 March 2026. 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 10 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.

2. You must allow Social Work England to exchange information with your employer, agency or any organisation with which you have a contract or arrangement to provide social work or educational services, and any reporter or workplace supervisor referred to in these conditions

3.

a. At any time you are providing social work services, which require you to be registered with Social Work England, you must agree to the appointment of a reporter nominated by yourself and approved by Social Work England. The reporter must be on Social Work England's register.

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

4. You must provide reports from your reporter to Social Work England every 3 months and at least 14 days prior to any review. Social Work England will make these reports available to any workplace supervisor referred to in these conditions (if the workplace supervisor is not the same person as your reporter) on request. The report should include:

- a. your overall performance as a social worker; and*
- b. any health matters raised that have impacted on your work.*

5. You must inform Social Work England within 7 days of receiving notice of any formal disciplinary proceedings taken against you from the date these conditions take effect.

6. You must inform Social Work England within 7 days of receiving notice of any investigations or complaints made against you from the date these conditions take effect.

7. You must inform Social Work England if you apply for social work employment/self-employment (paid or voluntary) outside England within 7 days of the date of application.

8. You must inform Social Work England if you are registered or subsequently apply for registration with any other UK regulator, overseas regulator or relevant authority within 7 days of the date of application (for future registration) or 7 days from the date these conditions take effect (for existing registration).

9.

a. 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 yourself and agreed by Social Work England. The workplace supervisor must be on Social Work England's register. (The workplace supervisor should wherever possible be the same person as the reporter referred to in condition 3a above).

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

10. You must meet with your workplace supervisor or temporary supervisor every month as a minimum. The discussion should include:

- a. your performance as a social worker, and/or*
- b. your health and any impact this may have on your work.*

11. You must provide reports from your workplace supervisor 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 reporter referred to in these conditions on request.

12. You must keep your professional commitments under review and limit your social work practice in accordance with your GP / health professional's advice.

13. [PRIVATE]

14. [PRIVATE]

15. You must provide a written copy of your conditions within 10 days from the date these conditions take effect, to the following parties confirming that your registration is subject to the conditions listed at (1) to (15) above;

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

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

16. You must permit Social Work England to disclose the above conditions, 1-4a, 5-10a, 11, and 16 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;

1. On or around 9 November 2017, during the course of your employment with Oxford Health NHS Foundation Trust:

1.1 You attempted to administer medication to Service User A:

i. When you were not authorised and / or not competent to do so;

ii. When Service User A was intoxicated;

1.2. You did not follow a reasonable management request from Colleague A, in that you did not go home when first requested to do so.

2. You suffer from an adverse health condition as set out in Schedule 1 which impacts on your ability to practise as a social worker.

The matters at allegation 1 above amount to the statutory ground of misconduct. The matters at allegation 2 above amount to the statutory ground of adverse physical or mental health.

Your fitness to practise is impaired by reasons of your misconduct and / or your adverse physical or mental health

Schedule 1:

[PRIVATE]

The previous final order review panel on 22 April 2025 determined the following with regard to impairment:

20. The panel acknowledged Mr Lohman's participation and engagement throughout these proceedings and had provided testing updates when required.
21. Furthermore, Mr Lohman has also shared his conditions of practice with his employment agency on 6 December 2024 and in his recent attempts to find voluntary work. He has provided evidence of his attempts to keep his skills and knowledge up to date and to maintain his CPD.
22. However, the panel noted that in the previous reviews, concern remained as to how Mr Lowman would [PRIVATE] as this had not been tested in the workplace as he had not worked for a number of years. The panel was of the view that the risk of repetition had not been tested.
23. The panel concluded that Mr Lohman's [PRIVATE], because he had not undertaken any paid or unpaid work since the last review. The panel was not satisfied that Mr Lohman had discharged the persuasive burden upon him that he had sufficiently addressed all of the outstanding concerns. The panel therefore considered the risk to the public remained.
24. The panel therefore concluded that Mr Lohman's fitness to practise remains impaired, having regard to both the personal and the public interest, for the same reasons as the previous panels.

The previous final order review panel on 22 April 2025 determined the following with regard to sanction:

Take no further action/advice/warning

25. “The panel noted that none of these sanctions would restrict Mr Lohman’s ability to practise. As such they were not appropriate or sufficient to address the concerns raised due to the nature of Mr Lohman’s impairment which has not yet been remedied.
26. Furthermore, none would be sufficient to protect the public, maintain public confidence and uphold the reputation of the profession.”

Extend the current conditions of practice order with effect from the expiry of the current order:

27. “The panel took the view that Mr Lohman’s impairment is potentially capable of being remedied and was satisfied that appropriate, workable conditions could be formulated, taking account of Mr Lohman’s progress since the last order.
28. The panel decided to impose a conditions of practice order of 9 months. This would permit any prospective employer to provide two reports for the next substantive review and for Mr Lohman to take action to demonstrate that he could manage stress in the workplace, whether in the field of social work or in other roles such as voluntary work which would draw on his social work skills or training.
29. The panel further considers that any future panel would be greatly assisted by testimonials from any paid or unpaid work.
30. The panel decided to remove some conditions of practice order proposed by Social Work England and to vary others in order to recognise the progress made by Mr Lohman and also to address his current impairment.
31. The panel decided that the following conditions of practice would be necessary and adequately protect the public and the wider public interest as well as being practical and sufficient.”

Social Work England submissions:

32. The panel heard submissions from Miss Hazelwood as to the background and the previous panel’s findings in relation to impairment and sanction.
33. Miss Hazelwood invited the panel to extend the conditions of practice order for a minimum of a further 6 months.
34. Miss Hazelwood stated that there has been one technical breach of one of the conditions since the last review, namely Condition 15, as Mr Lohman did not provide a copy of the conditions to his locum agency within 10 days. However, Miss Hazelwood stated that Social Work England do not regard this a serious breach, as Mr Lohman was quick to reply and comply when prompted.

35. Miss Hazelwood submitted that there is evidence of Mr Lohman securing voluntary work at Oxfam. However, despite several requests from Social Work England, Mr Lohman has not provided any testimonials or references from this voluntary employment. Miss Hazelwood continued to state Mr Lohman has not provided an update on this role and therefore it is not clear if he remains currently working with Oxfam.
36. Miss Hazelwood continued to submit that Mr Lohman's conduct is capable of remediation. He has demonstrated some progress and obtained a voluntary work role, however it remains unclear if his health can be appropriately managed in the workplace.
37. Miss Hazelwood submitted that Mr Lohman has not engaged with healthcare services and therefore it is not clear if his health is stable and effectively managed.
38. Miss Hazelwood further submitted that a member of the public would be concerned if they were to learn that Mr Lohman's practice was not restricted in anyway.
39. Miss Hazelwood invited the panel to find that Mr Lohman's fitness to practice remains impaired until such time that he can demonstrate his health is suitably managed and stable in the workplace.
40. With regards to sanction, Miss Hazelwood submitted that there has been no increase or decrease in risk, therefore there is nothing to demonstrate that a conditions of practice order should be changed. She stated that 6 months is an appropriate time for Mr Lohman to try and find employment and demonstrate compliance with the conditions.

Panel decision and reasons on current impairment:

41. 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 panels. 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'.
42. 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 account of the submissions made by Miss Hazelwood on behalf of Social Work England.
43. 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.
44. The panel first considered whether Mr Lohman's fitness to practise remains impaired.
45. The panel noted the technical breach of condition 15, however, did not find it of grave concern as it was only 5 days late and Mr Lohman acted swiftly when prompted.

46. The panel noted that on 01 July 2025, Mr Lohman had informed Social Work England that he had found some voluntary work and he does this 3 days a week. However, there was also confusion as to whether this remained active, as a later email from Mr Lohman appeared to indicate that he could only undertake work which he could do from home. The panel also acknowledged that because of Mr Lohman's caring commitments he has not been able to find himself regular employment in the field of social work. The panel concluded that Mr Lohman's ability to [PRIVATE] remained untested, as it does not have any testimonials from his current place of work. The panel was not satisfied that Mr Lohman had discharged the persuasive burden upon him that he had sufficiently addressed all the outstanding concerns. The panel therefore considered that the risk to the public remained.
47. The panel therefore concluded that Mr Lohman's fitness to practise remains impaired, having regard to both the personal and public interest, for the same reasons as the previous panels.

Decision and reasons:

48. Having found Mr Lohman'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.
49. The panel considered the submissions made by Miss Hazelwood, on behalf of Social Work England, during which they invited the panel to consider imposing a conditions of practice order. It noted the submissions made by Miss Hazelwood that the appropriate action would be to impose a minimum of a 6 month conditions of practice order. The panel also took into account the 'Impairment and sanctions guidance' published by Social Work England.
50. The panel was mindful that the purpose of any sanction is not to punish Mr Lohman, 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 Mr Lohman's interests with the public interest.

Take no further action

51. The panel noted that none of these sanctions would restrict Mr Lohman's ability to practise. As such they were not appropriate or sufficient to address the concerns raised due to the nature of Mr Lohman's impairment which has not yet been demonstrably remedied.

Extend the current conditions of practice order for a further 6 months with effect from the expiry of the current order:

52. The panel considered whether the current conditions of practice should be extended for a further period of time.
53. The panel took the view that the deficiencies identified with Mr Lohman'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. However, the panel took the view that the order should be extended for 12 months. The panel was satisfied that this period was appropriate because it gives Mr Lohman sufficient time to find employment, demonstrate compliance with conditions and manage his health in a work environment. The panel also wish to remind Mr Lohman that he has the right to ask for an early review of this order if he chooses.
54. The panel further considered that any future panel would be greatly assisted by testimonials from any paid or unpaid work and also an update on his health status. Furthermore, a statement from Mr Lohman regarding his intentions towards returning to social work practice and about any CPD he has undertaken as he has been out of practice for many years, to remain on the Social Work England register, would also assist both Social Work England and a future panel to determine the most appropriate course of action.
55. The conditions of practice remain as follows:
- 1. You must notify Social Work England within 10 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.*
 - 2. You must allow Social Work England to exchange information with your employer, agency or any organisation with which you have a contract or arrangement to provide social work or educational services, and any reporter or workplace supervisor referred to in these conditions*
 - 3.*
 - a. At any time you are providing social work services, which require you to be registered with Social Work England, you must agree to the appointment of a reporter nominated by yourself and approved by Social Work England. The reporter must be on Social Work England's register.*
 - b. You must not start or continue to work until these arrangements have been approved by Social Work England.*
 - 4. You must provide reports from your reporter to Social Work England every 3 months and at least 14 days prior to any review. Social Work England will make these reports*

available to any workplace supervisor referred to in these conditions (if the workplace supervisor is not the same person as your reporter) on request. The report should include:

- a. your overall performance as a social worker; and*
 - b. any health matters raised that have impacted on your work.*
- 5. You must inform Social Work England within 7 days of receiving notice of any formal disciplinary proceedings taken against you from the date these conditions take effect.*
- 6. You must inform Social Work England within 7 days of receiving notice of any investigations or complaints made against you from the date these conditions take effect.*
- 7. You must inform Social Work England if you apply for social work employment/self-employment (paid or voluntary) outside England within 7 days of the date of application.*
- 8. You must inform Social Work England if you are registered or subsequently apply for registration with any other UK regulator, overseas regulator or relevant authority within 7 days of the date of application (for future registration) or 7 days from the date these conditions take effect (for existing registration).*
- 9.*
- a. 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 yourself and agreed by Social Work England. The workplace supervisor must be on Social Work England's register. (The workplace supervisor should wherever possible be the same person as the reporter referred to in condition 3a above).*
 - b. You must not start or continue to work until these arrangements have been approved by Social Work England.*
- 10. You must meet with your workplace supervisor or temporary supervisor every month as a minimum. The discussion should include:*
- a. your performance as a social worker, and/or*
 - b. your health and any impact this may have on your work.*
- 11. You must provide reports from your workplace supervisor 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 reporter referred to in these conditions on request.*
- 12. You must keep your professional commitments under review and limit your social work practice in accordance with your GP / health professional's advice.*
- 13. [PRIVATE]*
- 14. [PRIVATE]*

15. You must provide a written copy of your conditions within 10 days from the date these conditions take effect, to the following parties confirming that your registration is subject to the conditions listed at (1) to (15) above;

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

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, 1-4a, 5-10a, 11, and to any person requesting information about your registration status.

Right of appeal:

56. 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.

57. 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.

58. 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.
59. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

60. 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).
61. 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

62. 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>