Social worker: Hannah Khanom
Registration number: SW130862
Fitness to Practise
Final Order Review Meeting

Date of Meeting: 10 September 2026

Meeting venue: Remote

Final order being reviewed:
Conditions of practice order (expiring 23 October 2026)

Meeting outcome:
Extend and vary 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 second review of a final conditions of practice order under Paragraph 15(1) of Schedule 2 of the Social Workers regulations 2018 (as amended) ("the regulations") originally imposed for a period of 18 months by case examiners on behalf of Social Work England on 25 April 2024, expiring on 24 October 2025.
2. The first review of the conditions of practice order took place on 12 September 2025 where the conditions of practice order was extended by 12 months and the conditions amended. That order expires on 24 October 2026.
3. Ms Khanom did not attend and was not represented.
4. Social Work England's written submissions are set out within the notice of hearing letter.
5. The panel of adjudicators conducting this review (hereafter "the panel") and the other people involved in it were as follows:

Adjudicators	**Role**
Sian Chadderton	Chair
Liz Murphy	Social worker adjudicator

Hearings team/Legal adviser	**Role**
Poppy Muffett	Hearings officer
Liam Dixon	Hearings support officer
Karen Park	Legal adviser

Service of notice:

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 11 August 2026 and addressed to Ms Khanom at their email address which they provided to Social Work England;
    - An extract from the Social Work England Register as of 11 August 2026 detailing Ms Khanom's registered address;
    - A copy of a signed statement of service, on behalf of Social Work England, confirming that on 11 August 2026 the writer sent by email to Ms Khanom at the address referred to above: 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 the Fitness to Practise Rules 2019 (as amended) ("the rules") 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 Ms Khanom in accordance with Rules 16, 44 and 45.

Proceeding in the absence of the social worker:

9. 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'.

10. The panel considered all of the information before it. The panel noted that Ms Khanom had contacted Social Work England via email on 9 September 2026 to inform them she would not be attending the review but attached written submissions for the panel to consider.

11. The panel, therefore, concluded that Ms Khanom had chosen not to attend. The panel had no reason to believe that an adjournment would result in Ms Khanom's attendance. The panel determined that Ms Khanom had voluntarily absented herself from these proceedings, providing reasons for her non-attendance. Having weighed the interests of Ms Khanom in regard to her attendance at the hearing with those of Social Work England and the public interest in an expeditious disposal of this hearing, the panel determined to proceed in Ms Khanom's absence. The panel also noted that Ms Khanom was content for the review to proceed in her absence and she provided written submissions.

Proceeding with the final order review as a meeting:

12. The notice of final order review informed Ms Khanom 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 3 September 2026. 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."

13. The panel took into account the email sent by Ms Khanom on 9 September 2026 in which she confirmed that she would not be attending, setting out her reasons for her non-attendance, and enclosed prepared written submissions to be considered in advance of the review. Ms Khanom also understood that in her absence, the review could proceed as a meeting.

14. The panel heard and accepted the advice of the legal adviser with regard to Rule 16(c) of the Fitness to Practise Rules 2019 (as amended) which provides:

"Where the registered social worker does not state within the period specified by the regulator whether they intend to attend before the regulator, the regulator may determine whether to make an order by means of a meeting."

15. 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(c).

Review of the current order:

16. 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).

17. The purpose of this review is to review the current order, which is due to expire on 24 October 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 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.

3)

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

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

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 / 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 you and agreed by Social Work England. The workplace supervisor 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.

10) You must work with your workplace supervisor to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:

- Record keeping
- Completing visits within statutory timescales
- Time management

11) You must provide a copy of your personal development plan to Social Work England within 6 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.

12) 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.

13) You must only work as a social worker in premises where at least 2 other social workers are employed at any one time and are on the premises daily.

14)

(a) You must make arrangements for an audit to be carried out by your workplace supervisor in relation to your record keeping and documentation, and undertaking visits within timescales. The audit must be signed off by your workplace supervisor.

(b) You must provide a copy of this audit to Social Work England every 6 months and at least 4 weeks prior to any review or, alternatively, confirm that there have been no such cases.

15)

(a) You must undertake minimum 6 hours of CPD in relation to record keeping, statutory timescales and timekeeping.

(b) You must provide a written reflection on your CPD at least 4 weeks prior to any review.

16) You must provide a written copy of your conditions, within 7 days from the date these conditions take effect, the following parties that your registration is subject to the conditions listed at 1-15, 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.

17) You must permit Social Work England to disclose the above conditions, 1-16, to any person requesting information about your registration status.

The concerns which resulted in the imposition of the final order were as follows:

18. As recorded in a final decision dated 25 April 2024, Case Examiners appointed by Social Work England determined that there was a realistic prospect that adjudicators would determine that Ms Khanom's fitness to practise was impaired on the grounds of competence and capability on the basis of the following the regulatory concerns:

Whilst registered as a social worker

1. You failed to meet the required practice standards for your role in that you:

    1.1) Did not complete written work within timescales and/or

    1.2) Did not complete visits within timescales.

19. Ms Khanom consented to that proposed disposal on 23 April 2024.

20. The case was returned to the Case Examiners on 25 April 2024. The Case Examiners determined to accept Ms Khanom's response. The Case Examiners remained satisfied that an accepted disposal by way of a condition of practice order for 18 months, was a fair and proportionate disposal and was the minimum necessary to protect the public and the wider public interest.

21. The Case Examiners also determined that it was not in the public interest to refer the case to a final hearing and proposed to dispose of the case by making a final order of conditions of practice for 18 months in respect of Ms Khanom.

The previous final order review panel on 12 September 2025 determined the following with regard to impairment:

22. The panel considered whether Ms Khanom's fitness to practise remained impaired. It kept in mind that there had already been a finding of impairment, and the panel considered whether Ms Khanom had demonstrated that she had taken sufficient steps to allay the concerns of the case examiners.

23. The panel acknowledged Ms Khanom's participation and engagement throughout these proceedings. The panel also noted Ms Khanom's compliance with the original condition 15 which was to read Social Work England's Professional Standards 2019 and provide a written reflection focusing on how her conduct was below the accepted standard of a social worker and what she should have done differently. Ms Khanom also provided evidence of sharing a written copy of the conditions of practice to prospective employers.

24. The panel noted that Ms Khanom had not been employed in a social work role since the conditions had been imposed. It had no evidence that Ms Khanom had undertaken any training or tasks that would contribute towards her continued professional development.

25. The panel read the written reflections that Ms Khanom submitted, however the panel was not satisfied that she had sufficiently addressed all the concerns and the panel considered that the risk of repetition remained.

26. The public interest would not be served by allowing Ms Khanom to return to unrestricted practise given the lack of evidence of full remediation. To do so would undermine public confidence in the regulator and the profession.

27. The panel therefore concluded that Ms Khanom's fitness to practise remains impaired, having regard to both the personal and the public interest.

The previous final order review panel on 12 September 2025 determined the following with regard to sanction:

28. The panel considered the written submissions made by Social Work England, where they invited the panel to consider extending the conditions of practise order for 12 months. It noted the written submissions made by Ms Khanom in relation to sanctions. The panel also took into account the 'Impairment and Sanctions Guidance' published by Social Work England.

29. The panel was mindful that the purpose of any sanction was not to punish Ms Khanom, 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 Khanom's interests with the public interest.

30. The panel noted that to take no further action, provide advice or warning would not restrict Ms Khanom's ability to practise. As such they were not appropriate or sufficient to address the concerns raised due to the nature of Ms Khanom's impairment which has not yet been demonstrably remedied.

31. The panel went on to consider extending the conditions of practice order. The panel took the view that Ms Khanom's impairment was still capable of being remedied and was satisfied that a conditions of practice order was the appropriate order, taking account of Ms Khanom's compliance and progress since the order was imposed. The panel decided to amend and extend the current conditions of practice order for 12 months. This would allow Ms Khanom time to complete tasks and training related to her continued professional development, specifically training related to record keeping, completing visits within statutory timescales and time management.

32. The panel recommended that Ms Khanom also consider undertaking individual reading and research to expand her knowledge of social work practice. A future panel would be assisted by Ms Khanom producing a written document identifying what she has learnt from her CPD and reflecting on how it would help her in future practice.

33. The panel further considered that any future panel would be greatly assisted by Ms Khanom's attendance and testimonials from any paid or unpaid work.

34. The panel decided that the conditions of practice as outlined above would be necessary and adequately protect the public and the wider public interest as well as being practical and sufficient to address the concerns.

Social Work England submissions:

35. The panel noted the written submissions from Social Work England as outlined in the notice of hearing dated 11 August 2026:

Subject to any further evidence of remediation from the Social Worker, Social Work England invites the Panel to find the Social Worker's fitness to practice remains impaired, and invites the Panel to extend the Conditions of Practice Order for a further 6 months. Social Work England also invites the Panel to vary conditions 1, 3a, 9a, 13, 14a and 15b to bring the conditions in line with the wording specified within the updated Conditions Bank, and remove condition 17. A copy of the proposed conditions have been enclosed with this notice.

The Social Worker has not engaged with the fitness to practise process since the previous review hearing. Social Work England has not received any correspondence, representations, or documentary evidence from the Social Worker, nor have they provided any evidence demonstrating insight, reflection, or remediation in respect of the concerns identified by the Case Examiners.

The Social Worker is also yet to provide evidence of compliance with Conditions 15(a) and 15(b) of the Conditions of Practice Order of the completion of a minimum of six hours of Continuing Professional Development in relation to record keeping, statutory timescales and timekeeping, although it is noted that this is not yet due until 13 August 2026.

The Social Worker has not worked in a registered social work role since the last review and therefore, the majority of the conditions have not been in effect. In the absence of any engagement or evidence, it has not been possible to assess whether the deficiencies in the Social Worker's practice have been addressed or whether the Conditions of Practice Order has been effective in protecting the public.

Accordingly, it is submitted that there has been no material change in circumstances since the previous review hearing. There remains no evidence that the Social Worker has developed sufficient insight into the concerns, undertaken meaningful remediation or reduced the risk of repetition. It is therefore submitted that the Social Worker's fitness to practise remains impaired.

It is submitted that an extension of the Conditions of Practice Order will afford the Social Worker a final opportunity to engage with the fitness to practise process and to demonstrate insight, reflection and remediation.

If the Social Worker does not engage or show evidence of their future intention with regards to their ongoing registration, Social Work England will invite any subsequent Panel to consider directing a removal from the register.

36. The panel also noted the additional Social Work England submissions provided in response to Ms Khanom's evidence of continuing professional development provided on 13 August 2026, in compliance with condition 15(a) and (b). Social Work England

submit that the information provided does not sufficiently evidence compliance, and is lacking in detail and does not demonstrate a sufficient level of insight, reflection or remediation in relation to the concerns underpinning the conditions.

37. The panel also considered the submissions made in response to Ms Khanom's email of 9 September 2026, to the extent that a further 12 month extension is the most appropriate order as this would allow an opportunity to secure employment, and work for a sufficient period to demonstrate compliance with the conditions.

38. Social Work England further submitted that in the event of there being no evidence of compliance by the end of the extension, a removal order would be considered the most appropriate order.

Social worker submissions:

39. Ms Khanom, in her written submissions, invited the panel to agree to Social Work England's application to increase the conditions of practice order sought by Social Work England from 6 months to 12 months.

40. Ms Khanom submitted that she had not purposely chosen not to seek employment or disengage from social work during the order, but rather her focus has been on [PRIVATE] which has significantly delayed her return to practice.

41. Ms Khanom outlined that during the period that the conditions have been in place, she has sought to maintain her knowledge through continued professional development, reflection and keeping herself informed about social work practice.

42. Ms Khanom recognises that there were areas where her practice, as a newly qualified social worker, fell below the standard expected and acknowledges that she should have sought support much earlier.

43. Ms Khanom does not raise this to excuse her previous standard of practice, but more to demonstrate a greater understanding of her own professional boundaries, the importance of supervision, seeking support early, managing an effective workload, record keeping and maintaining safe standards of practice during times of increased pressure.

44. Ms Khanom remains committed to and passionate about social work and would welcome an opportunity to demonstrate a safe and effective return to practice.

45. Ms Khanom also provided a written reflective piece of work which focused on undertaking six hours of continued professional development in relation to record keeping, statutory timescales and timekeeping. In support Ms Khanom provided a list of the resources used to support her reflection.

46. Ms Khanom expressed that the restrictions upon her practice have hindered her chances of obtaining employment in a social work role and has requested some guidance or recommendations from the panel as to how she may overcome those difficulties.

Panel decision and reasons on current impairment:

47. 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 'Impairment and sanctions guidance'.

48. The panel had regard to all of the documentation before it, including the decision and reasons of the original case examiners, the previous review panel and Ms Khanom's written submissions.

49. The panel heard and accepted the advice of the legal adviser in relation to the two-fold personal and public assessment in reaching its decision regarding current impairment.

50. The panel also heard and accepted the advice of the legal adviser in relation to relevant case law to apply when assessing personal impairment, namely:

    (i) Cohen v GMC [2008] EWHC 581 (Admin): when assessing the personal element this should be established via an assessment of the risk of repetition, in particular whether the conduct is easily remediable, has already been remedied and is highly unlikely to be repeated in the future.

    (ii) CHRE v Grant and NMC [2011] EWHC 927 (Admin): an appropriate test for impairment is identified from the Fifth Shipman report and comprises various elements to show whether fitness to practice is impaired. By application, the panel were advised to consider whether:

    - the social worker liable in the future to act so as to put people at unwarranted risk of harm;
    - the social worker is liable in the future to bring the profession into disrepute
    - the social worker is liable in the future to breach one of the fundamental tenets of the social work profession

51. 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.

52. The panel first considered whether Ms Khanom's fitness to practise remains impaired. The panel kept in mind that there had already been a finding of impairment, and the panel considered whether Ms Khanom had demonstrated that she had taken sufficient steps to allay the concerns of the original case examiners and previous review panel decisions.

    - The panel acknowledged Ms Khanom's limited participation and engagement throughout the proceedings, noting that she has not engaged with the fitness to practise process since the previous review hearing.

- The panel noted that Ms Khanom had not been employed in a social work role since the conditions had been imposed, having had [PRIVATE] during that time.
- Ms Khanom has not provided any evidence demonstrating insight, reflection, or remediation in respect of the initial concerns identified by the Case Examiners. The panel were not therefore satisfied that Ms Khanom has sufficiently addressed all of the concerns and determined that as a result, there remains a risk of repetition.
- The panel noted a limited amount of compliance with condition 15, noting in particular a reflective written piece submitted on 13 August 2026 which focused on undertaking six hours of continued professional development in relation to record keeping, statutory timescales and timekeeping. However, the panel found this to be lacking in detail and was not sufficient in addressing the core elements of the initial concerns. The panel found that it provided more of an academic overview, limited in its focus around record keeping and time management, without any evidence of how the learning could be put into practice.
- The panel noted the limited extent to which Ms Khanom has acted upon the recommendations of the previous panel as to what might assist the panel when reviewing the order. In the absence of any testimonials or evidence of attendance on any courses, the panel were not satisfied there is not a risk of repetition.
- The panel considered the overall public interest and whether a member of the public, in possession with the facts, would be satisfied that there has been sufficient remediation and would not undermine public confidence or professional standard in the profession.
- The panel determined that the public interest would not be served by allowing Ms Khanom to return to unrestricted practise given the lack of evidence of full remediation. To do so would undermine public confidence in the regulator and the profession. In making this determination the panel noted that Ms Khanom accepted that the conditions should remain in place for a further 12 months to enable her to be afforded a fair and realistic opportunity to secure an appropriate role and demonstrate an ability to return to safe and effective social work practice.

53. The panel therefore concluded that Ms Khanom's fitness to practise remains impaired, having regard to both the personal and public interest factors.

Decision and reasons:

54. Having found Ms Khanom'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.

55. The panel considered the written submissions made by Social Work England, which invited the panel to consider extending the conditions of practise order for a further 12 months, with a variation to conditions 1, 3a, 9a, 13, 14a and 15b to bring the conditions

in line with the wording specified within the updated Conditions Bank and remove condition 17.

56. The panel noted the submissions made by Ms Khanom that the appropriate action would be to extend the order by a further 12 months. The panel also took into account the 'Impairment and sanctions guidance' published by Social Work England.

57. The panel was mindful that the purpose of any sanction is not to punish Ms Khanom, 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 Khanom's interests with the public interest.

Take no further action/provide advice or warning

58. The panel noted none of these sanctions would restrict Ms Khanom's ability to practise. As such they were not deemed appropriate nor sufficient to adequately address the concerns raised.

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

59. The panel considered whether the current conditions of practice order should be extended for a further period of time.

60. The panel took the view that the deficiencies identified with Ms Khanom's practise 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 12 months. The panel was satisfied that this period was appropriate because it would allow Ms Khanom sufficient time to secure a social work role, comply with the conditions and demonstrate her ability to return to a safe and effective social work practice.

61. The panel reinforced the concerns of the previous review panel that any future panel would be greatly assisted by Ms Khanom's attendance, together with any written testimonials from any paid or unpaid work, whether that be within a social work role or another.

62. To assist Ms Khanom in securing a social work role, the panel recommends that Ms Khanom also gives consideration to further her individual learning and understanding of completing written work, including assessments and review documentation and completing visits to children in timescale.

63. The panel were satisfied that the following conditions of practice, as varied, are necessary and proportionate to adequately address the concerns and will protect the public and the wider public interest.

Conditions of Practice (amending conditions 1, 3(a), 9(a), 13, 14(a), 15(b) and removal of 17)

1. You must notify Social Work England at any time you are employed in a role, or providing social work services, which require you to be registered with Social Work England 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 social work educational services, and any reporter or workplace supervisor referred to in these conditions.

3. (a) At any time you are employed in a role, or 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 (and can be the same person as the workplace supervisor).

(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 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 / 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 you, and approved by Social Work England. The workplace supervisor must be on Social Work England 's register (and can be the same person as the reporter).

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

10. You must work with your workplace supervisor, to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:

- Record keeping
- Completing visits within statutory timescales
- Time management

11. You must provide a copy of your personal development plan to Social Work England within 6 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.

12. 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.

13. You must only work as a social worker at an establishment where at least 2 other social workers are employed at any one time and are working daily.

14. (a) At any time you are employed in a role, or providing social work services which require you to be registered with Social Work England, you must make arrangements for an audit to be carried out by your workplace supervisor in relation to your record keeping, and undertaking visits within timescales. The audit must be signed by your workplace supervisor.

(b) You must provide a copy of this audit to Social Work England every 3 months and at least 4 weeks prior to any review or, alternatively, confirm that there have been no such cases.

15. (a) You must undertake 6 hours of continuing professional development (CPD) in relation to record keeping, statutory timescales and timekeeping.

(b) You must provide evidence of CPD undertaken to Social Work England within 3 months of these conditions taking effect.

16. 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 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 (at time of application).

• 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.

Suspension order

64. The panel, having determined that an extension to the conditions of practice order is the most appropriate order in the circumstances, did not consider whether a suspension order would be an appropriate sanction.

Removal order

65. The panel was satisfied it could consider that a removal order was available to the panel as Ms Khanom's fitness to practise was originally found impaired on the basis of one or more grounds as set out in regulation 25(2), (b), (e) or (h) and she had been subject to a conditions of practice final order for a continuous period of two years immediately preceding the day when the removal order would take effect.

66. The panel noted that a removal order is a sanction of last resort where there is no other means of protecting the public or the wider public interest. The panel took the view that a removal order would not be appropriate in the circumstances.

Right of appeal:

67. 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.

68. 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.

69. 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.

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

Review of final orders:

71. 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).

72. 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

73. 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