Notice of Decision of the Northern Ireland Social Care Council's Fitness to Practise Committee

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Name: **George Erasmus Shikukutu Muduva**

SCR No: **7016224**

NOTICE IS HEREBY GIVEN THAT the Fitness to Practise Committee of the Northern Ireland Social Care Council, at its meeting on **06 October 2026**, made the following decision about your registration with the Northern Ireland Social Care Council:

The Committee found the facts proved;

The Committee found that your fitness to practise is impaired by reason of your conviction;

The Committee decided to make an Order suspending your registration for a specified period of two years ('a Suspension Order').

Particulars of the Allegation:

That on the 31 March 2026 whilst being registered as a social care worker, under the Health and Personal Social Services Act (Northern Ireland) 2001(as amended), you were convicted of the following criminal offence:	
1.	You, on 26 July 2025, unlawfully assaulted [redacted] contrary to Section 42 of the Offences Against the Person Act 1861.
And your actions as set out above show that your fitness to practise is impaired by reason of your conviction in the United Kingdom for a criminal offence.	

Procedure

The fitness to practise hearing was held under the fitness to practise procedure.

Preliminary Issues

The fitness to practise Hearing was held in the Northern Ireland Social Care Council's ('the Council') offices in James House, Belfast. The Registrant was in attendance and was represented by Ms Ciara Cunningham, BL. The Council was represented by Mr Peter Carson, Solicitor, Directorate of Legal Services.

Declarations of Conflict of Interest

The Chair of the Committee advised that none of the Committee Members had any conflict of interest with the case.

Hearing Bundle

The Committee accepted the hearing bundle into evidence, and marked it as Exhibit 1. The Chair acknowledged that an additional document had been provided by the Registrant, which was the Agreed Statement Before the Court which was relied upon in the criminal proceedings and this was marked as Exhibit 2.

Background

The Registrant is registered on Part 2 of the Register, and commenced employment with Carrik Care as a health care worker on 27 January 2021.

On 23 February 2026, the Council received an employer referral form ('ERF') from the deputy nurse at Carrik Care, Belfast. The ERF notified the Council that the Registrant was the subject of criminal proceedings.

In correspondence with the Council, the employer explained that Carrik Care became aware of a Facebook post published on the 'Inside the Court Room' page, which reported that the Registrant had appeared before the Court. The employer advised that she had met with the Registrant on 09 January 2026 to discuss the matter. During that meeting, the Registrant denied the allegations, but confirmed that the Facebook post referred to him.

The employer subsequently informed the Council that a further post was published on the same Facebook page on 18 February 2026. The post reported that the Registrant had made admissions to an allegation of common assault.

Findings of Fact

Ms Cunningham, on behalf of the Registrant, said that on the basis of the Registrant's conviction and the Agreed Statement Before the Court, he is making admissions in relation to the offence as set out in the Certificate of Conviction. The Agreed Statement Before the Court, is noted as follows: '*On Saturday 26th July 2025 at approximately 0025 hours, the Victim has been approached by the Defendant in the "Top of the Town" bar in Antrim. The Defendant has grabbed the victim around the waist whilst he briefly spoke to her. The Defendant has followed the Victim towards the front door where she has felt contact with her bottom. The Defendant was arrested at 0222 hours a short distance away in Antrim Town Centre.'*

Mr Carson referred the Committee to the Certificate of Conviction contained within the hearing bundle. The certificate confirmed that on 16 February 2026, the Registrant pleaded guilty to a charge of unlawful assault. The Certificate of Conviction further confirmed that, on 31 March 2026, the Registrant was convicted and sentenced to a Community Service Order, requiring him to complete 150 hours of unpaid work. In addition, the Court imposed a Restraining Order for a period of two years for the protection of the victim. Mr Carson further referred

the Committee to the Police Case Summary. He submitted that the Registrant had grabbed the victim by the waist, pulled her towards him and then grabbed her buttocks.

Mr Carson told the Committee that when interviewed by the police, the Registrant stated that he could not recall having any contact with the victim.

Mr Carson also referred the Committee to the victim's witness statement. In that statement, the victim described how a man unknown to her had approached her, pulled her towards him and, after she squirmed away, that the Registrant had followed her and grabbed her buttocks. The victim stated that she was left shaken and distressed by the incident.

Mr Carson invited the Committee to take into account both the nature of the behaviour when assessing the seriousness of the Registrant's misconduct, and its implications for public confidence in the profession.

The Committee took into account the submissions from Mr Carson on behalf of the Council and the Registrant's admission. The Committee, therefore, found the facts proved as result of the Registrant's admission.

Fitness to Practise

The Committee then considered whether the Registrant's fitness to practise is currently impaired.

Ms Cunningham, on behalf of the Registrant, confirmed that the Registrant accepts that his fitness to practise is impaired.

The Committee heard submissions from Mr Carson, who submitted that the Registrant's conviction for unlawful assault calls into question his suitability to practise as a registered social care worker, and to remain on the Register without restriction. He referred the Committee to Standard 5.8 of the Standards of Conduct and Practice for Social Care Workers ("the Standards"), submitting that the Registrant's criminal conduct amounted to a clear breach of that Standard.

Mr Carson submitted that the Registrant's actions fell significantly below the standards of behaviour expected of a registered social care worker, and are serious enough to impair his fitness to practise. He referred the Committee to Schedule 2, Paragraph 24 (3) of the Rules, and the matters which the Committee should take into account when assessing impairment.

In considering remediation, Mr Carson submitted that insight was a key factor. However, he submitted that the Registrant's reflection primarily focuses on the consequences of the conviction and contains little, if any, consideration of the impact of his actions on the victim and the profession. As a result, he submitted that the Registrant's insight remains limited and incomplete.

Mr Carson further submitted that, in the absence of full insight and remediation, there remains a risk of repetition of the behaviour which resulted in the conviction. He said that the Registrant stated that he does not believe that the assault was violent and described it instead as a misunderstanding, therefore minimising his actions. Mr

Carson argued that the Registrant's conduct was capable of undermining public confidence in the social care profession, and had the potential to bring the profession into disrepute.

Finally, Mr Carson submitted that the public interest was strongly engaged. He argued that a finding of impairment was necessary to maintain public confidence in the social care workforce and in the Council as regulator, and to uphold the standards of conduct and behaviour expected of registered social care workers. He said that the Registrant's actions were serious in nature, and that there was a serious breach of the Standards. Accordingly, he invited the Committee to conclude that the Registrant's fitness to practise is currently impaired.

Ms Cunningham, on behalf of the Registrant, accepted that the conviction gave rise to impairment of fitness to practise, and agreed with the Council's submission that Standard 5.8 had been breached.

In relation to remediation, Ms Cunningham submitted that this was a case capable of remediation. She stated that the Registrant had demonstrated insight and acceptance of his wrongdoing by entering a guilty plea, thereby sparing the victim the need to give evidence before the Court.

Ms Cunningham referred the Committee to the Agreed Statement Before the Court, and argued that the Registrant's conduct was not particularly violent. She submitted that no physical injury had been caused to the victim. While the Registrant had overstepped a social boundary and instilled fear in the victim, he had recognised the seriousness of his actions and accepted responsibility for them through his guilty plea.

Ms Cunningham further submitted that a pre-sentence report had been prepared for the Court, and noted that the sentencing Judge had not considered it necessary to impose a Probation Order. She argued that this indicates that the risk of the Registrant repeating his behaviour is low.

Ms Cunningham told the Committee that aside from previous driving offences, the Registrant has no other criminal history. He has worked in social care for five years without complaint, and this is the first disciplinary matter he has faced during his professional career.

Ms Cunningham accepted that social care workers should be held accountable for their actions, and conceded that there was a public interest in the Committee making a finding of impairment.

In relation to proportionality, Ms Cunningham submitted that there is little risk to the public. She described the incident as an isolated event, and argued that the circumstances giving rise to the conviction were significantly different from those which the Registrant would ordinarily encounter in his professional role.

The Committee considered the submissions from Mr Carson, on behalf of the Council, the Registrant's submissions, and had regard to all of the evidence in the case. The Committee heard and accepted the advice of the Legal Adviser. In the course of that advice, she referred the Committee to Paragraph 24 (3) of Schedule 2 of the Rules, and the requirements as set out in the case of the GMC v Cohen, looking at the current competence and behaviour of the Registrant, along with the need to protect service users, members of the public, the upholding of proper standards of behaviour and maintaining of public confidence in social care services. She

further referred the Committee to the findings of Dame Janet Smith in the 5th Shipman Report, cited with approval in CHRE v NMC & Grant.

The Committee was satisfied that the Registrant, by his actions which resulted in his conviction, has breached the following Standard:

Standard 5: As a social care worker, you must uphold public trust and confidence in social care services. In particular you must not:

5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services.

The Committee considered that the Registrant's behaviour resulting in his conviction has brought the social care profession into disrepute, and that he has breached fundamental tenets of the social care profession.

The Committee next considered whether, by reason of his conviction, the Registrant's fitness to practise is currently impaired. When addressing that issue, the Committee took account of Paragraph 24 (3) of Schedule 2 of the Rules, which states that it should have regard to:

(a) whether it is satisfied as to the reason for the alleged impairment of fitness to practise;

(b) the Standards of Conduct and Practice issued by the Council under Section 9 of the Act;

(c) whether the impairment is capable of remediation;

(d) whether the impairment has been remediated;

(e) the risk of repetition; and

(f) the public interest.

The Committee considered the issue of remediation and insight. It noted that the Registrant pleaded guilty to the offence of unlawful assault, and provided a reflective statement. However, the Committee noted that the Registrant has not demonstrated any insight into the impact which his behaviour had on the victim, and the Committee was of the view that the Registrant has attempted to minimise his actions. The Committee considered the agreed facts and did not accept the submission on behalf of the Registrant that his conduct had crossed social boundaries, but rather that his conduct involved physical force and induced fear in the victim. The Committee also noted that the Registrant failed to inform his employer of his criminal proceedings, and initially denied the allegations.

The Committee then considered the risk of repetition. The Committee noted that the Registrant has provided limited evidence of insight into the impact of his behaviour on the victim. In all of the circumstances, the Committee concluded that there is a risk of repetition. The Committee concluded that a finding of current impairment was required to protect the public.

The Committee went on to consider whether a finding of current impairment was required in the public interest. The Committee considered that the circumstances leading to the Registrant's conviction brought the social care

profession into disrepute. The Committee concluded that members of the public would be concerned if a registered social care worker who had been convicted of unlawful assault and is subject to a Restraining Order for two years remained on the Register without any regulatory finding. The Committee determined that a finding of current impairment was necessary to maintain public confidence in the social care profession and in the Council as regulator, and to uphold proper standards of conduct and behaviour expected of registered social care workers.

Accordingly, the Committee concluded that the Registrant's fitness to practise is currently impaired by reason of his conviction for unlawful assault.

Registrant's Request for Review of Impairment Decision

Registrant's Submission

Ms Cunningham raised an inaccuracy with the Committee's decision on Impairment. She noted that the Committee had stated that the Registrant had not demonstrated any insight or expression of regret of his behaviour on the victim. She referred the Committee to the Registrant's reflection, and said that the Registrant clearly stated '*I deeply regret that this situation has occurred and that my actions caused any distress or misunderstanding.'*

Ms Cunningham stated that she was of the opinion that the Committee has misdirected itself in this regard.

Council's Submission

In response, Mr Carson submitted that the Registrant had provided his reflective statement to the Council voluntarily, and without any restriction as to its content. He stated that the Registrant has had every opportunity to demonstrate insight, acknowledge the impact of his actions on the victim, and take full responsibility for his conduct. However, the Registrant has merely stated that he 'regrets that the situation occurred', and made no reference to the victim or the effect which his actions had upon her.

Mr Carson further noted that the Registrant has repeatedly described the incident as a 'misunderstanding', which he submitted served to minimise the seriousness of the offending. He argued that the Registrant could have chosen any wording he wished, yet failed to demonstrate a meaningful appreciation of the gravity of the offence.

Mr Carson submitted that this fell short of the level of insight expected, particularly given that the offence resulted in the imposition of a Restraining Order, the purpose of which was to protect the victim from further violence or harassment.

He further submitted that, as a social care worker, the Registrant is entrusted with supporting some of the most vulnerable members of society. In his view, an informed member of the public would consider that the Registrant's reflections demonstrate insufficient insight in light of the seriousness of the conviction.

Accordingly, Mr Carson submitted that the Committee's assessment of the Registrant's insight was accurate, and that the wording of the Committee's decision should remain unchanged.

Committee Decision on Review of Impairment Decision

The Committee received legal advice from the Legal Adviser. She advised the Committee that it may review its decision to determine whether there has been a material error of fact. Such a review is intended to correct appropriate errors and, where an issue has been raised, the Committee is entitled to reconsider its decision and determine whether its finding accurately reflects the evidence before it.

Having considered the submissions and the Registrant's reflection piece, dated 01 April 2026, the Committee noted that the Registrant had indicated that he deeply regrets that this situation has occurred and that his actions caused any distress and misunderstanding. In light of this, the Committee reviewed and amended its decision on impairment to reflect this. The amendment does not affect the outcome of the decision on impairment, and the Committee's view remains that the Registrant's fitness to practise is impaired on both public protection and public interest grounds.

Sanction

The Committee carefully considered all of the available documentary material, together with Mr Carson's submissions, and the submissions from Ms Cunningham. It also had careful regard to the Northern Ireland Social Care Council Indicative Sanctions and Use of Interim Orders and Consensual Disposal: Guidance for Fitness to Practise Committees, Fitness to Practise Officers and Preliminary Proceedings Committees.

Mr Carson submitted that the Registrant's criminal behaviour is incompatible with the standards to be expected of a registered social care worker. He submitted, given the seriousness of the Registrant's conviction and the significant degree to which, as a result, the Registrant has fallen below the standards to be expected of a registered social care worker, that only a Removal Order would protect and uphold the public interest.

Mr Carson addressed the Committee on the mitigating and aggravating factors relevant to sanction. In relation to aggravating, he said that the Registrant did not disclose the criminal investigation to his employer, that he was charged or indeed convicted. This was discovered through social media. He said that the Registrant has attempted to minimise his actions and has shown no insight or any impact on the victim.

Mr Carson referred the Committee to the Indicative Sanction guidance and, in particular, to the lack of insight and risk of harm to service users.

Mr Carson said that the Registrant has been convicted of assault on a female, and that the Registrant has described the incident as a misunderstanding and non-violent. He said that the Council is concerned that the Registrant would act the same or dismiss the concerns of a service user who was treated the same way.

As regards a proportionate response in this matter, Mr Carson said that the reputation of the social care profession is more important than the fortunes of any individual member. In all of the circumstances, he submitted that the sanction of removal should be considered, as the Registrant's criminal conviction means that he is fundamentally incompatible with being registered at all.

The Committee heard a submission from Ms Cunningham in relation to mitigating factors. Ms Cunningham submitted that the Registrant has expressed genuine regret for his actions in clear and explicit terms. She said that the Registrant has stated that nothing of this nature would ever occur again, and that he has completed the sentence imposed by the Court. She further submitted that there have been no further incidents since the offence, which occurred over a year ago.

In relation to the Registrant's failure to inform his employer and the Council of the criminal proceedings, Ms Cunningham submitted that the Registrant had not been aware of his obligation to do so. She said that upon learning of that obligation, he wrote to his employer the day after he was sentenced to inform them of the outcome.

Addressing concerns that the Registrant had initially denied the allegation to his employer, Ms Cunningham submitted that the facts known at that time were materially different from those ultimately admitted by the Registrant before the Court. She said that the Registrant's position had changed as matters progressed and the facts became clearer.

Ms Cunningham submitted that the Registrant had no previous regulatory history and was a person of previous good character. She noted that the incident occurred outside the workplace in a social setting where alcohol had been consumed. It did not involve a service user, colleague, or any work-related activity. She described the matter as an isolated incident.

Ms Cunningham further referred the Committee to the sentencing outcome, and submitted that the sentencing judge had considered the Registrant suitable for a Community Service Order.

She submitted that there was nothing to suggest that the Registrant would behave in a similar manner towards a service user, and that his conduct in this case was not indicative of how he would act in his professional role.

Ms Cunningham accepted that a sanction is necessary. However, she submitted that the Registrant's conduct sat at the lower end of the spectrum of seriousness, and that a Warning would be a sufficient and proportionate sanction. She said that there is no evidence of any risk to service users, that the incident was isolated, that the Registrant had previously demonstrated good character, and that there have been no further incidents. In her submission, the risk of repetition is low.

Ms Cunningham submitted that the Registrant has taken steps towards remediation. She referred to his guilty plea, his compliance with the terms of the Restraining Order and his reflective statement, in which he expressed regret for his actions.

Turning to the next available sanction, Ms Cunningham submitted that a Conditions of Practice Order would not be appropriate, as the misconduct did not arise from any identifiable clinical or professional competency concerns capable of being addressed through conditions.

She said that the next available sanction would be a Suspension Order. Whilst acknowledging that the Committee may wish to send a clear message to the public regarding such conduct, she submitted that the

circumstances of this case did not justify a Removal Order. She argued that the Registrant's conviction fell far short of the threshold for removal from the Register. In support of that submission, she referred to the absence of any reoffending, the Registrant's remorse and regret, the lack of any pattern of behaviour, and the fact that no service user had been harmed.

Accordingly, Ms Cunningham invited the Committee to impose either a Warning or, if the Committee considered a more restrictive sanction necessary, a Suspension Order for a period of two years.

The Committee heard and accepted the Legal Adviser's advice. She set out the range of available sanctions which are provided for by Paragraph 26 of Schedule 2 of the Rules. In summary, the Committee could impose no sanction, warn the Registrant for a period of up to five years, make a Conditions of Practice Order not to exceed three years, make a Suspension Order not to exceed two years or make a Removal Order. The Committee was reminded that the purpose of a sanction is not to be punitive, although a sanction might have a punitive effect. Instead, in its consideration of a sanction, the Committee should have at the forefront of its mind the need to protect the public and the public interest. The Legal Adviser also reminded the Committee that it should act proportionately, and that any measure taken to limit the fundamental right of the Registrant to practise in the social care setting should be no more than what is necessary in the public interest.

She further reminded the Committee that in deciding which sanction to impose, the Committee should take into account:

(a) the seriousness of the Particulars of the Allegation;

(b) the degree to which the Registrant has fallen short of any expected standards;

(c) the protection of the public;

(d) the public interest in maintaining confidence in social care services; and

(e) the issue of proportionality.

The Committee applied the principles of fairness, reasonableness and proportionality, weighing the public interest with the Registrant's interests. The public interest included the protection of members of the public, including service users, the maintenance of public confidence in the profession and the declaring and upholding of proper standards of conduct and behaviour within the profession. The Committee took into account its powers under Paragraph 26 of Schedule 2 of the Rules in relation to the sanctions available to it, and also had regard to the Council's Guidance, bearing in mind that the decision on sanction was one for its own independent judgement.

The Committee considered the mitigating and aggravating factors in this case.

The Committee considered the mitigating factors to be:

- The Registrant has no prior or subsequent regulatory concerns;
- The Registrant expressed some remorse and regret for what had happened.

- The length of time since the incident with no further concerns;
- The incident occurred outside the work environment;
- No direct harm to service users; and
- The behaviour was an isolated incident.

The Committee considered the aggravating factors to be:

- The Registrant showed limited insight into the impact of his criminal behaviour on the victim, service users, colleagues and the general public;
- The Registrant's conviction for unlawful assault is serious. The victim, a female, was assaulted in a public place;
- The Registrant did not disclose the conviction to his employer; and
- The Registrant is subject to a two year Restraining Order.

The Committee is concerned that the Registrant's view of the incident which led to his conviction is seen by him as a mere misunderstanding and that he has minimised his behaviour. The Committee was of the view that as a result of his limited insight, there was a concern that the Registrant would act the same or dismiss the concerns of a service user who was treated the same way. Having balanced the mitigating and aggravating factors, and having taken into account the interests of public protection and the public interest, the Committee was satisfied that a sanction was necessary, and proceeded to consider which sanction to apply in this case.

Warning – the Committee considered whether to impose a Warning in this case. Having regard to its findings, and the serious nature of the Registrant's criminal conviction, the Committee considered that such a step would be inadequate to protect the public, would fail to uphold the public interest, and would permit the Registrant to work unrestricted in a social care setting.

Conditions of Practice Order – the Committee next considered a Conditions of Practice Order. The Committee observed that such an Order would ordinarily be imposed in order to address failings in a registrant's practice. The Committee agreed with the submission by Ms Cunningham in this regard. There were no such concerns in this case as the Registrant's behaviour took place outside the workplace. The Committee could not formulate workable, enforceable or verifiable conditions which would address the Registrant's criminal behaviour and adequately protect the public. Given the seriousness of the Registrant's conviction, the Committee concluded that a Conditions of Practice Order would be insufficient to protect the public and uphold the public interest.

Suspension Order – the Committee next considered a Suspension Order. The Committee noted that it had made findings at the facts and impairment stages of the proceedings which were of a serious nature, and that the Registrant's actions fell below the standards to be expected of a registered social care worker.

The Committee carefully considered the issue of proportionality and whether suspension would address the concerns which it had identified. The Committee noted Paragraph 4.19 of the Guidance, which states:

'4.19 Suspension from the Register may be an appropriate sanction for impairment which while very serious, is not so serious as to justify removal from the Register; for example, where there has been an acknowledgment of failings and where a Committee is satisfied that the behaviour is unlikely to be repeated, and the Registrant has no psychological or other difficulties preventing them from understanding and seeking to remedy the failings and the failings are realistically capable of being remedied, then suspension may be appropriate.'

Although the Committee considered that the Registrant's criminal conviction is serious, it did not consider it so serious as to justify removal from the Register. In particular, the Committee noted that the Registrant's criminal behaviour took place outside the workplace, with no harm to service users. The Committee further noted that there is no evidence of harmful deep seeded personality or attitudinal problems, or evidence of any repetition of the behaviour.

The Committee also had regard to the Registrant's reflective piece, where he has indicated his remorse, and was of the view that the Registrant may be able to remediate the concerns during a period of suspension. The Committee determined that the Registrant's behaviour is not fundamentally incompatible with continuing to be a registered social care worker in the long term. Suspension will give a clear message to the Registrant, the public and the profession that the Registrant's conduct was inappropriate for a social care worker. The Committee noted that the Registrant is presently subject to a two-year Restraining Order. The Committee determined that imposing the maximum duration of Suspension Order would allow the Registrant an opportunity to develop his insight and provide evidence of remediation.

The Committee considered that the public would be sufficiently protected by a period of suspension for two years. This period would mark the seriousness of the Registrant's criminal behaviour, allow him time to fully comply with the Restraining Order and present evidence to the Council of full remediation and that his fitness to practise is no longer impaired.

The Committee considered the public interest. The public must be able to have confidence in those who provide care to the most vulnerable. In all of the circumstances of the case, the Committee determined that the reputation of the profession and the role of the Council to uphold proper standards of behaviour will be met by a Suspension Order. The Committee was satisfied that a Suspension Order is appropriate, having weighed the public interest with the interests of the Registrant.

The Committee carefully considered the potential impact which a Suspension Order could have on the Registrant. However, it concluded that any consequences for the Registrant are outweighed by the need to protect the public and maintain public confidence in the social work profession.

Removal Order – the Committee did consider the sanction of removal. Whilst acknowledging that some of the factors listed in the Guidance were engaged, the Committee concluded that a Removal Order would be disproportionate, in particular as the Registrant has expressed some remorse and regret and is complying with the Court Order. There were no previous referrals to the Council and the Registrant has engaged with the

Committee at the hearing. On balance, the Committee was persuaded that a Removal Order at this stage would not be appropriate.

The Committee concluded that a Suspension Order for a period of two years is the most suitable, appropriate and proportionate sanction to be imposed on the Registrant's registration, with immediate effect.

You have the right to appeal this decision to the Care Tribunal. Any appeal must be lodged in writing within 28 days from the date of this Notice of Decision.

You should note that the Fitness to Practise Committee's decision takes effect from the date upon which it was made.

The effect of this decision is that your entry in the Register has been suspended for a specified period of two years and you may not practise as a social care worker during the period 06 October 2026 to 05 October 2028 inclusive.

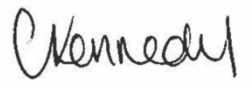
Early Review

The Fitness to Practise Committee may, at your request, review the Order before the end of the period for which the suspension has been imposed if there has been a material change of circumstances since the Order was imposed. The Committee may, after reviewing a Suspension Order, revoke that Order or replace that Order with a Conditions of Practice Order.

Review at Conclusion of Sanction

A review of your fitness to practise will be undertaken towards the end of the period for which the Suspension Order has been imposed. The Council will write to you no later than 12 weeks before the expiry of the Order to invite you to submit any information or documentation which you would like to have considered as part of the review process. The review will consider the particular concerns which have been outlined above by the Fitness to Practise Committee, and will seek to ascertain what remedial steps you have taken during the period of your suspension.

Following the Council's review, the matter may be referred for review by the Fitness to Practise Committee. If the Committee reviews the Order and it is satisfied that your fitness to practise remains impaired, it may impose a further Order to commence upon expiry of the existing Order, or it may impose a Conditions of Practice Order to commence upon expiry of the existing Order, or it may vary the terms of the existing Order, or it may revoke the existing Order and impose a Removal Order.



08 October 2026

Committee Manager

Date