

Our ref: [REDACTED]

Dear Mr Bury

Health and Care Professions Council and R [REDACTED] C [REDACTED]

I am writing to let you know that we have now completed our initial investigation into the concerns you raised about R [REDACTED] C [REDACTED].

During our investigation, we obtained information from the Registrant and Herefordshire Council. We have now assessed the concern and all the information we received, including that provided by yourself, against our threshold criteria for fitness to practise investigations. In doing so, we have considered whether this matter may be a breach of the following HCPC Standards of Conduct, Performance and Ethics:

- 9. Be honest and trustworthy
- 10. Keep records of your work

The outcome of our assessment is that the threshold criteria for fitness to practise investigations has not been met in this instance. This means that we do not consider that the concern, or the information we have obtained about it, amounts to an allegation that R [REDACTED] C [REDACTED]'s fitness to practise may be impaired.

The reasons for our decision are explained in more detail below:

Impaired fitness to practise is more than just a suggestion that a Registrant has done something wrong. It relates to concerns about a Registrant's wider conduct, competence or health. Whilst the Registrant has accepted that he used the title of 'Social Worker' in his e-mail signature prior to registration, there is insufficient evidence that the Registrant intended to deceive with his actions. The Registrant was qualified and in the process of completing his registration with the HCPC at the time of the oversight.

His employer has provided a positive reference and have not raised any concerns about his fitness to practise and confirmed that he was not practising as a social worker prior to his registration - but rather was employed in an alternative role within the local authority.

We will therefore not be taking any further action in relation to this matter and have closed our file on this case.