

HEARING

DISCIPLINARY COMMITTEE OF THE ASSOCIATION OF CHARTERED CERTIFIED ACCOUNTANTS

REASONS FOR DECISION

In the matter of: Mr Rayan Fredy Fabian

Heard on: Wednesday, 23 September 2026

Location: Remotely via Microsoft Teams

Committee: Dr Mike Kelly (Chair)
Ms Dorothee Berg (Accountant)
Mr Andy Skelton (Lay)

Legal Adviser: Mr Elliott Kenton

**Persons present
and capacity:** Mr Samuel Irving (Case Presenter)
Ms Anna Packowska (Hearings Officer)

Summary Severe Reprimand

Costs: £4,000.00

INTRODUCTION

1. The Disciplinary Committee of ACCA (the “Committee”) convened to consider a report concerning Mr Rayan Fredy Fabian (“Mr Fabian”).

ACCA



+44 (0)20 7059 5000



info@accaglobal.com



www.accaglobal.com



The Adelphi 1/11 John Adam Street London WC2N 6AU United Kingdom

2. Mr Fabian was in attendance at the hearing but was not represented.
3. The Committee had before it a bundle of documents (408 pages), a service bundle (18 pages) and a supplemental on-table bundle (4 pages).

ALLEGATIONS

4. The allegations faced by Mr Fabian were as follows:

Allegation 1

Between March 2022 and July 2024, whilst he was employed by Firm A, wrongly claimed personal expenses amounting to £1,316.26 in breach of Firm A's Expenses Policy.

Allegation 2

In respect of allegation 1 above his conduct was dishonest, in that Mr Fabian claimed expenses from Firm A, when he knew he was not entitled to do so.

Allegation 3

Or in the alternative, in respect of allegation 1 above, Mr Fabian failed to demonstrate integrity.

Allegation 4

By reason of any or all of the conduct above Mr Fabian is guilty of Misconduct pursuant to bye-law 8(a)(i)

BACKGROUND

5. The background as set out in the substantive bundle, is summarised as follows:
 - a. Mr Fabian became an ACCA member on 19 November 2020.

- b. Mr Fabian was employed by Firm A from 7 June 2021 to 11 November 2024.
- c. Mr Fabian was dismissed by Firm A on 11 November 2024, due to a finding of gross misconduct following a disciplinary meeting held by the Firm.
- d. The disciplinary outcome letter stated Mr Fabian *'owe £1,316.26 related to expense claims submitted between March 2022 and July 2024 that could not be verified as being incurred for genuine business purpose and/or were not permissible claims'*.
- e. The letter also stated Mr Fabian *'admitted to having intentionally manipulated the receipts to show the [REDACTED] office address instead of your home address to which the delivery was made'*.
- f. On 17 December 2024, Mr Fabian wrote to ACCA stating, *'I have been recently dismissed from my firm of employment and am required to report the same in line with the following bylaws as stipulated by ACCA'*. Mr Fabian also provided ACCA with documentation relating to his disciplinary process with Firm A.
- g. Mr Fabian engaged with ACCA during their investigation. ACCA also received assistance from Firm A and received copies of their investigation report. The investigation report concluded that *'67 claims, with a value of £1,316.26, submitted by him (being Mr Fabian) between March 2022 and July 2024 could not be verified as genuine business expenses. Of the 67 claims, three with a value of £107.01, were supported by modified documents'*.

DECISION ON FACTS/ALLEGATION(S) AND REASONS

- 6. Mr Fabian accepted Allegations 1 and 2 at the outset of the hearing. These allegations were found proven by virtue of Mr Fabian's admissions. As Allegation 3 was an allegation in the alternative, the Committee did not consider this allegation further.

7. Therefore, the Committee determined Allegation 4 and whether the facts proven would constitute misconduct. The Committee determined that the allegations found proven do constitute misconduct, as Mr Fabian had fallen far short of the professional standards expected of him as a member.
8. The Committee determined that Mr Fabian had been dishonest in submitting expenses that he knew he was not entitled to claim based on his own oral evidence, his admissions and the contemporaneous evidence. The Committee also noted that Mr Fabian had gone further and falsified invoices as part of his expense claims. The Committee considered that Mr Fabian's actions could be described as deplorable and brought discredit to the profession and therefore did constitute misconduct. Therefore, Allegation 4 is proven.

SANCTION(S) AND REASON(S)

9. The Committee considered the submissions from Mr Irving and Mr Fabian in relation to sanction. The Committee considered what sanction, if any, to impose taking into account ACCA's Guidance for Disciplinary Sanctions ('GDS') and the principle of proportionality. The Committee bore in mind that the purpose of sanctions was not punitive but to protect the public, maintain confidence in the profession and declare and uphold proper standards of conduct and behaviour.
10. The Committee accepted the advice of the Legal Adviser.
11. The Committee considered both the aggravating and mitigating factors in this case.
12. The Committee considered that there was significant mitigation in this particular case. Notable mitigation included:
 - a. The Committee considered that Mr Fabian demonstrated full insight based on his written representations and his candid and credible oral evidence provided to the Committee.

- b. The Committee noted that Mr Fabian was extremely remorseful of his past conduct.
 - c. Mr Fabian self-reported his misconduct to ACCA.
 - d. Mr Fabian had made full admissions both during the investigatory stage and at the hearing.
 - e. The Committee considered that Mr Fabian's misconduct took place at the early stage of his career and was compounded by significant work pressure and a lack of support.
 - f. Mr Fabian had outlined personal mitigation relevant during the time of the misconduct.
13. The Committee considered that the mitigating factors present outweighed any aggravating features present. The only aggravating feature noted was that this misconduct was not an isolated incident but took place over a period of time.
14. Having found that Mr Fabian's actions amounted to misconduct, taking no further action was clearly not appropriate. The Committee therefore considered the available sanctions in ascending order of seriousness.
15. The Committee had regard to the GDS. Given the seriousness of the allegations, the serious departure from the relevant professional standards and the adverse impact to members of the public, the Committee considered neither an admonishment nor reprimand would be an appropriate sanction.
16. The Committee considered severe reprimand. The Committee determined that Mr Fabian was not a continuing risk to the public, due to his robust insight, his significant remorse and the personal and professional circumstances that led to his misconduct at the relevant time. The Committee determined that whilst this was a serious case, Mr Fabian had a deep understanding and appreciation for his misconduct, otherwise had a good record and following on from his misconduct, there was no repetition.

17. The Committee found Mr Fabian's evidence to be reliable and credible and taking into account all of the circumstances considered that a severe reprimand was the most proportionate sanction and would suitably mark the seriousness of the past misconduct.
18. The Committee remained mindful of the seriousness of dishonesty cases, which can lead to exclusion from membership. In their determination, the Committee considered Section E2 of the GDS. The Committee determined that the mitigation presented by Mr Fabian was so exceptional that it warranted a severe reprimand and not exclusion from membership.

COSTS AND REASON(S)

19. ACCA applied for costs in the sum of £6,774.50. The application was supported by a schedule providing a breakdown of the costs incurred by ACCA in connection with the investigation and hearing.
20. The Committee considered that in principle a costs order should be made in favour of ACCA. The Committee heard submissions from Mr Fabian in connection with his personal and financial circumstances.
21. The Committee determined that the appropriate order was that Mr Fabian pay ACCA's costs in the sum of £4,000 after applying a proportionate reduction in connection with his personal and financial circumstances.

EFFECTIVE DATE OF ORDER

22. The Committee determined that the effective date of the order will be after the expiry of the appeal period, pursuant to CDR 20(1).

Dr Mike Kelly
Chair
23 September 2026