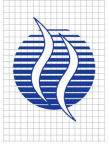


Federation of
Clinical Scientists

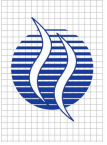
"HPC's take on your Health, Good
Character and
Conduct - we are all at risk!"

Focus Forum Interactive
14:00 Wednesday 20 May 2009
Geoff Lester, Chair FCS

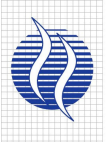


HPC & DoH consultations last 12 months:

- HPC fees
- Standards of Education and Training
- HPC Constitution Order
- Reporting CPD Evidence
- Good Health
- Ethics for Students
- Post-registration qualifications
- Practice committee rules
- Tackling concerns locally
- Tackling concerns nationally

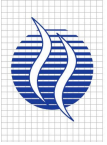


Being recognised as a registered healthcare professional – with a protected title – is regarded as a privilege with additional ethical responsibilities and goes way beyond just your clinical / scientific knowledge to practise your profession.



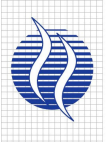
In order to get onto HPC's Register new applicants need:

- Evidence of standards of education and training (currently provided by ACS)
- To be of “good health”
- To be of “good character”
- To pay the designated fee.



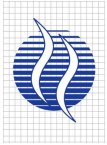
In order to stay on HPC's Register current registrants need:

- Maintain standards of knowledge and skills (checked through CPD standards)
- Remain of “good health”
- Remain of “good character”
- To continue to pay the designated fee.



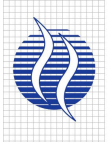
Grandparenting

- Many, especially long established, practitioners were grandparented into CPSM and then HPC registers without the full process for new applicants.
- That does not diminish the duties. It just makes them a little more unfamiliar.



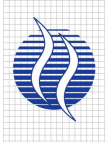
HPC Consultations – spring 2009

The screenshot shows a web browser window displaying the HPC website. The browser's address bar shows the URL: C:\FCS My documents\Registration\HPC Consultation 2009-02 - Good health and ethics for students - by 30-04-09\HPC - Consultations - Guidance of good health and character 2009.mht. The website header includes the HPC logo and navigation links: Home, About registration, About us, Apply, Complaints, Education, Media & Events, Publications (selected), and Registrants. A search bar is also present. The main content area is titled 'Guidance on health and character' and dated 30/01/2009. It includes a 'Consultation document' link and a paragraph of text: 'We are consulting on new guidance on our health and character processes. The guidance is designed for applicants, registrants and education and training providers.' Below this is another paragraph: 'We have produced the guidance to provide more information about the processes that we use when looking at information about the health or character of an applicant or registrant. The guidance also provides some advice on the principles that we use when making decisions about health and character.' A third paragraph states: 'Under our rules, we must check everyone's health and character when they apply to join our Register as part of making sure that applicants will be able to practise safely and effectively within their profession. We can also take action against a registrant if their health or character creates concerns about their ability to continue to practise safely.' A fourth paragraph says: 'We would welcome your comments on the guidance, in whatever format is convenient for you. You may wish to address the questions below. However, if there are any other comments you would like to make we will be happy to take these on board.' At the bottom, there are three bullet points: 'Do you find the guidance useful?', 'Is there any information that we have missed?', and 'Are there any areas where more guidance is required?'. The browser's taskbar at the bottom shows the Internet Explorer icon and the text 'Internet'.



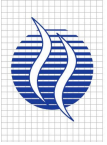
New applicants need:

- Character declaration
- Character reference
- Health declaration
- Health reference



New applicants need:

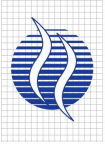
- Character declaration:
 - have ever been convicted of a criminal offence, received a police caution or been convicted of a criminal offence for which you received a conditional discharge;
 - have ever been disciplined by a professional or regulatory organisation or your employer;or
 - have ever had civil proceedings (other than a divorce/dissolution of a marriage or a civil partnership) brought against you.
- Character reference
 - By a “person of professional standing” who has known applicant for at least 3 years.
 - Declares “that they know of no reason why you would not practise your profession with honesty and integrity



New applicants need:

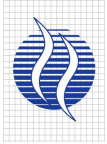
- Health declaration:
 - You only need to declare information if you believe that your health may affect your ability to practise safely and effectively.
- Health reference
 - The doctor is asked to fill in the form to tell us that your health does not affect your fitness to practise. The doctor is not asked to make a decision about whether you will be able to get a job.

For both health and character the Registration Panel decides.



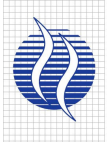
Established registrants:

- Principle of Self-Regulation
- Your responsibility to maintain your own fitness to practise (*likely to change under license to practise and revalidation*)
- In anything in your character or health changes that might be relevant to your fitness to practise you have a duty to inform HPC.
- In many instances the police or your employer will inform them anyway.
- This is pretty all-embracing and not just your clinical practice.



Who might raise issues about us?

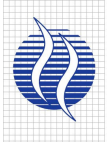
- Police and authorities
- Your employer
- Your professional colleagues:
“You must tell us (and any other relevant regulators) if you have important information about your conduct or competence, or about other registrants and health professionals you work with.”
- Your patients
They are encouraged to check the professionals engaged in their healthcare.
- Anyone else



If you are involved in a case:

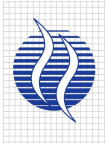
- Strict timetables for responses to HPC
- Formal investigation hearing
- Very formal Fitness to Practise hearing – close to formality of court proceedings
- Once hearing date is set the accusation is in the public domain

- Lots of things not involved with your clinical practice might come up.



If you are involved in a case:

- Lots of things not involved with your clinical practice might come up:
 - Anything that might be interpreted as dishonesty
 - Bullying and harassment accusations
 - Driving offences



Federation of
Clinical Scientists

