## Who might identify concerns of a registrants fitness to practise

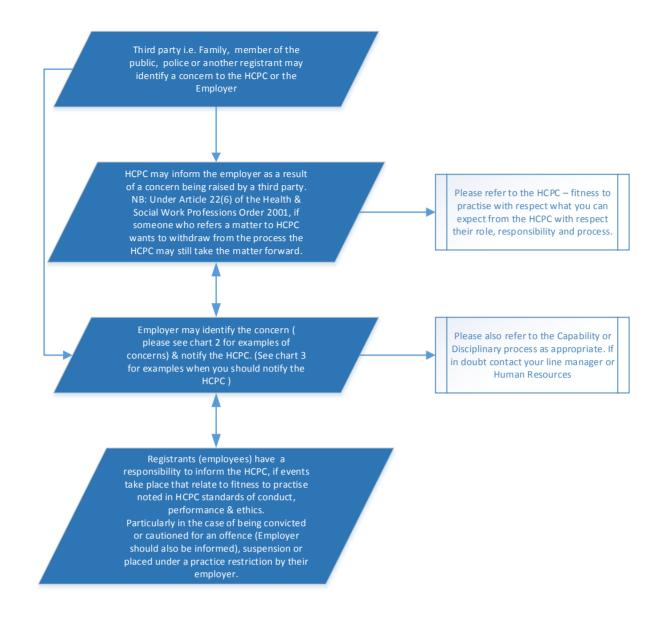
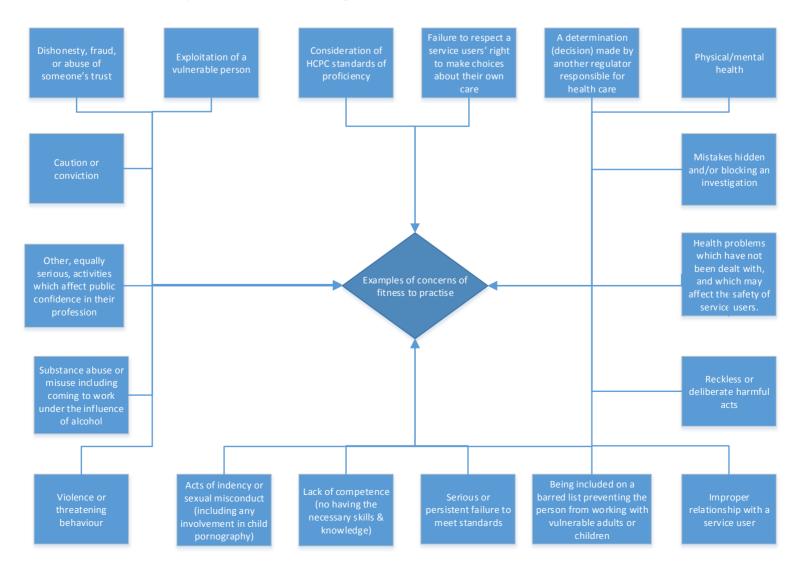


Chart 2

# Examples of concerns, allegations of fitness to practise.

(Please note these examples are not exhaustive)



### When should I notify the HCPC of a concerns of fitness to practise

Chart 3

Do not need to refer (If in doubt, you should contact HCPC as soon as possible. HCPC are always willing to discuss matters on a case by case basis.) I have a concern about a registrant do I need to notify the HCPC Need to refer (if in doubt you should contact HCPC as soon as possible. HCPC are always willing to discuss matters on a case by case basis.)

Incidents involving minor employment issues which do not affect the safety or well being of service users for example:

\* Lateness or poor time keeping (unless it has a direct effect on service users);
\* Personal conflicts (as long as there is no evidence of bullying or harassment;
\* Sickness or other absence from work (as long as there is no misconduct, such as fradulent claims & the registrant is managing their own fitness to practise). Whether a matter is referred will depend on the circumstances & seriousness of the concern. In particular the HCPC should be notified if:
\* The behaviour or actions of a registrant have raised concerns about their fitness to practise;
\* You have dismissed a registrant or there is a case of serious misconduct;
\* You take the decision to downgrade the status of a registrant.

HCPC should be notified at the point it is decided that there is some evidence of a concern relating to fitness practise. This would usually be when the matter instigates formal disciplinary or capability processes

Making referral lease refer to the HCPC – fitness to prac process, page 9-10 What happens next? Please refer to Chart 4 I have notified the HCPC/the HCPC have been notified

#### Chart 4

### I have notified HCPC/the HCPC have been notified of a concern, what happens next?

