

Fitness to Practise Thresholds – Appendix 1

• CURRENT THRESHOLDS

<p>List A Behaviours that are likely to call into question a worker’s fitness to practise and you should refer to us regardless of the outcome of any disciplinary/performance/criminal process.</p>	<p>List B Behaviours which are unlikely to call into question a worker’s fitness to practise and should not be referred to us.</p>
<ul style="list-style-type: none"> • Dishonesty, fraud, abuse of trust. • Exploitation of a vulnerable person. • Failure to respect the rights and choices of people who use services. • Health which is not being managed and affects the safety of people who use services. • Hiding mistakes/blocking investigation. • Improper relationship with a person who uses services. • Reckless or deliberately harmful acts. • Serious or persistent failure to meet standards. • Sexual misconduct or indecency (including child pornography). • Substance abuse or misuse. • Violence or displayed threatening behaviour. • Other serious activities which affect public confidence. 	<ul style="list-style-type: none"> • Lateness, poor timekeeping or abandoning post unless it has a direct impact on people who use services. • Personality conflicts provided there is no evidence of bullying or harassment. • Sickness or other absence provided there is no impairment of fitness to practise and the registrant is managing their health. • Misuse of social media where it does not relate to the worker’s practice or display discriminatory views or raise any other serious concern. • Smoking tobacco contrary to an employer’s policy. • Misuse of work property for personal use. • Minor student plagiarism. • Removal from course for academic reasons. • Fixed penalty notices unless people who use services are involved. • Medication failings which are minor and/or administrative.

- **REVISED THRESHOLDS**

Regulatory action may be required if the concern relates to:

1. Misconduct - behaviour towards service users, colleagues or other people which is serious and is:
 - Physically, sexually, emotionally or financially abusive
 - Reckless or negligent, and likely to cause harm
 - An improper relationship or breach of boundaries
 - Dishonest or lacks integrity
 - Discriminatory
 - A breach of confidentiality.
2. Deficient Professional Practice - serious and/or persistent failure to carry out the duties of their role competently and meet the Codes of Practice.
3. Health - which is not being managed and puts people who use services at risk of harm.
4. Behaviour that is fundamentally incompatible with registration, such as serious criminal acts, or bringing the profession into disrepute.