

## Fitness to Practise Thresholds – Appendix 2

### Summary of other regulators’ approach to thresholds

<b>Health Care Professions Council</b>	<b>General Medical Council</b>	<b>Nursing and Midwifery Council</b>	<b>Social Work England</b>	<b>Social Care Wales</b>	<b>Northern Ireland Social Care Council</b>
<ul style="list-style-type: none"> <li>• serious violence</li> <li>• sexual assault or indecency</li> <li>• any criminal offence relating to a child</li> <li>• improper sexual, emotional or financial relationship with a service user</li> <li>• any criminal offence where the registrant has been given a custodial sentence</li> <li>• dishonesty</li> </ul>	<ul style="list-style-type: none"> <li>• sexual assault or indecency</li> <li>• violence</li> <li>• improper sexual or emotional relationship with a patient or someone close to them</li> <li>• dishonesty</li> <li>• knowingly practising without a licence.</li> <li>• allegations of serious or persistent failures to practise</li> <li>• abuse of patient trust or rights</li> </ul>	<ul style="list-style-type: none"> <li>• abuse of professional position, for example an improper sexual relationship with a patient or service user, discrimination against patients and colleagues</li> <li>• serious or repeated mistakes in patient care</li> </ul>	<ul style="list-style-type: none"> <li>• serious or repeated mistakes in providing support, for example if a social worker has failed to identify a serious risk</li> <li>• violence, sexual assault or indecency</li> <li>• discrimination against the public, colleagues and others</li> </ul>	<ul style="list-style-type: none"> <li>• dishonesty or abuse of someone’s trust</li> <li>• failure to meet the expected standards</li> <li>• committing fraud</li> <li>• trying to cover up mistakes or block an investigation</li> <li>• not following policy and procedures.</li> <li>• inappropriate relationship with someone who uses services</li> </ul>	<ul style="list-style-type: none"> <li>• failure to provide proper care</li> <li>• theft of money or property</li> <li>• assault</li> <li>• physical or verbal abuse</li> <li>• intimidation of a service user, carer or colleague</li> <li>• engagement an inappropriate relationship or making sexual advances towards a service-user or carer</li> </ul>

<ul style="list-style-type: none"> <li>serious or reckless errors in a registrant's practice which have caused or have the potential to cause harm to service users</li> </ul>	<ul style="list-style-type: none"> <li>convictions</li> <li>health which poses a clear risk to patients and is not being effectively managed</li> <li>behaviour which undermines public confidence in the profession</li> <li>lack of knowledge of the English language which compromises patient safety</li> </ul>	<ul style="list-style-type: none"> <li>serious criminal offences</li> <li>violence</li> <li>dishonesty or fraud</li> <li>serious breaches of patient confidentiality</li> <li>serious concerns about a nurse, midwife or nursing associate's knowledge of the English language</li> </ul>	<ul style="list-style-type: none"> <li>abuse of professional position</li> <li>serious breaches of a member of the public's confidentiality</li> <li>failure to respond reasonably to a person's needs, for example if a social worker fails to take a person's emotional or physical needs into account</li> <li>criminal offence</li> <li>fraud or dishonesty</li> <li>serious concerns about knowledge of the English language</li> </ul>	<ul style="list-style-type: none"> <li>exploiting a vulnerable person</li> <li>substance abuse</li> <li>violent or threatening behaviour</li> <li>a health problem the registered person hasn't told us about, which could threaten the safety of those they support</li> <li>not respecting the rights of individuals who use care and support services</li> <li>behaviour that could harm others or undermine public</li> </ul>	<ul style="list-style-type: none"> <li>criminal convictions, cautions or binding-overs</li> </ul>
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