

Fitness to Practise Panel Conditions Bank

Part 1 – Standard sets of conditions					
Siebel bank no.	Conditions for inclusion in all determinations of conditional registration.	Confidential (C) Non-confidential (NC)	Area	Sub-area	Notes column
C1	<p>You must notify the GMC promptly of any post you accept for which registration with the GMC is required and provide the GMC with the contact details of your employer <i>[and the PCT on whose Medical Performers List you are included, or the local Health Board/Health & Social Care Board if employed in Scotland, Wales or Northern Ireland]</i>.</p>	NC	Generic	Employment	<p>Include relevant bracketed text if GP.</p> <p>Scotland has Health Boards, Wales Local Health Boards and Northern Ireland just a single Health and Social Care Board.</p>
C2	<p>At any time that you are providing medical services, which require you to be registered with the GMC, you must agree to the appointment of a workplace reporter nominated by your employer, or contracting body, and approved by the GMC.</p>	NC	Generic	Supervision	<p>See Glossary for detailed explanation of workplace reporter.</p> <p>In practice, the workplace reporter could be the same person as the remedial or educational supervisor (condition 11). See Glossary for definitions.</p>
C3	<p>You must allow the GMC to exchange information with your employer or any contracting body for which you provide medical services.</p>	NC	Generic	Sharing information	

C4	You must inform the GMC of any formal disciplinary proceedings taken against you, from the date of this determination.	NC	Generic	Sharing information	
C5	You must inform the GMC if you apply for medical employment outside the UK.	NC	Generic	Sharing information	
C6	<p>You must inform the following parties that your registration is subject to the conditions, listed at () to (), above:</p> <p>a. Any organisation or person employing or contracting with you to undertake medical work</p> <p>b. Any locum agency or out-of-hours service you are registered with or apply to be registered with (at the time of application)</p> <p>c. <i>In the case of locum appointments, your immediate line manager at your place of work (at least 24 hours before starting work)</i></p> <p>d. Any prospective employer or contracting body (at the time of application).</p> <p><i>[e. The PCT in whose Medical Performers List you are included, or seeking inclusion (at the time of application), or the local Health Board/Health & Social Care Board if employed in Scotland, Wales or Northern Ireland.]</i></p> <p><i>[f. Your Regional Director of Public Health (England & Northern Ireland) / Health Board Director of Public Health (Scotland) / National Director of National Public Health Service (Wales)]</i></p> <p><i>g. Your regional Section 12 Approval Panel</i></p>	NC	Generic	Sharing information	<p>All non-confidential conditions nos. should be incorporated into the brackets in this condition.</p> <ul style="list-style-type: none"> Exclude (c) if prohibited from working as a locum Include (e) 'Medical Performers List' text if GP. See note at C1 for explanation of terminology variation. Include (f) 'Regional Director of Public Health' text if working privately Include (g) if Section 12 approved practitioner
	Conditions for inclusion for all doctors where there is a breach or review of conditions or undertakings				Panels should normally use these conditions at review hearings to ensure continuity and consistency of approach with previous restrictions
C7	<p>You must comply with the [undertakings or conditions] numbered [X to X] as [agreed/imposed] on [date], namely:</p> <p>[List relevant undertakings/conditions]</p> <p>In addition, you must also comply with the following [undertakings or conditions] as listed below.</p>	NC	Generic	Generic	For ease of reference, please also list the relevant undertakings or conditions within the Panel determination.

	Conditions for all doctors with performance issues – i.e. any doctor found to have impairment through deficient performance should have all the following conditions attached to their registration.				Panels should not normally use these conditions if a GMC or NCAS performance assessment identifying deficient practice has not been carried out.
C8	<p>You must work with a [Postgraduate Dean / Director of Postgraduate General Practice Education], (or his/her nominated deputy), to formulate a Personal Development Plan, specifically designed to address the deficiencies in the following areas of your practice:</p> <p>a. [List areas found to be unacceptable and cause for concern, and /or which the panel have determined to be an area of concern]</p>	NC	Performance	Deficiencies	<p>FTPP to list the areas which require development, based on the performance assessment report and other evidence heard by them.</p> <p>Postgraduate Dean for hospital specialties. Director of Postgraduate GP Education for GPs.</p> <p>All determinations which refer to accessing support from the Deaneries should include a paragraph as follows:</p> <p>The Panel wishes to stress that it is your responsibility now to take action to improve your performance. The GMC cannot organise this for you. The Panel has also referred you to the Postgraduate Dean. Whilst the Postgraduate Dean may be able to offer you assistance and advice, the Panel wishes to make it clear that the Postgraduate Dean is under no obligation to provide funding, access to training or supernumerary posts.</p>
C9	You must forward a copy of your Personal Development Plan to the GMC within three months of the date on which these conditions become effective.	NC	Performance	Sharing information	
C10	You must meet with the [Postgraduate Dean / Director of General Practice Postgraduate Education], (or his/her nominated deputy), on a	NC	Performance	Supervision	Postgraduate Dean for hospital specialties.

	regular basis to discuss your progress towards achieving the aims set out in your Personal Development Plan. The frequency of your meetings is to be set by the [Postgraduate Dean / Director of General Practice Postgraduate Education], (or his/her nominated deputy).				Director of Postgraduate GP Education for GPs.
C11	You must allow the GMC to exchange information about the standard of your professional performance and your progress towards achieving the aims set out in your Personal Development Plan with the [Postgraduate Dean / Director of General Practice Postgraduate Education], (or his/her nominated deputy), and any other person involved in your retraining and supervision.	NC	Performance	Sharing information	Postgraduate Dean for hospital specialties. Director of Postgraduate GP Education for GPs.
C12	At any time that you are employed, or providing medical services, which require you to be registered with the GMC, you must place yourself and remain under the supervision of a [educational supervisor], as agreed by the GMC. Your [employer/Postgraduate Dean/Director of Postgraduate General Practice Education (or his/her nominated deputy)] will be asked to assist in identifying a possible supervisor.	NC	Performance	Supervision	In practice, the educational supervisor could be the same person as the workplace reporter (condition 2). See Glossary for definitions. Please note that educational supervisors deal with a doctor's continuing education and would not routinely be expected to supervise their work on a daily basis. Postgraduate Dean for hospital specialties. Director of Postgraduate GP Education for GPs.
C13	You must disclose the Assessors' Report of the assessment of your professional performance to: a. Any current and prospective employers or contracting body, (at the time of application) b. [The PCT in whose Medical Performers List you are included or are seeking inclusion, (at the time of application), or the local Health Board/Health & Social Care Board, if employed in Scotland, Wales or Northern Ireland] c. Any other individual involved in your retraining and supervision.	NC	Performance	Sharing information	<ul style="list-style-type: none"> • Include 'Medical Performers List' text if GP • See note at C1 for details of variations in terminology <p>For applications made on-line: Provision of extract of Assessment Panel's 'formal opinion', along with clear explanation that GMC assessment has taken place is sufficient. In such instances, the complete report <i>must</i> be provided at interview.</p>

	Conditions for all doctors with health issues - i.e. all doctors found to be impaired by reason of ill health should have all the following conditions attached to their registration.				
C14	You must place yourself and remain under the supervision of a medical supervisor nominated by the GMC, attend upon them as required and follow their advice and recommendations.	C	Health	Supervision	
C15	You must allow the GMC to exchange information with your medical supervisor on your progress under supervision, fitness to practise and compliance with these conditions.	C	Health	Sharing information	
C16	<p>a. You must register with and remain under the care of a general practitioner and inform him/her that you are subject to supervision under the GMC Fitness to Practise procedures, and of these conditions;</p> <p>b. You must inform your medical supervisor and the GMC of the name and contact details of your general practitioner and any other registered medical practitioner responsible for your care, and to inform those practitioners about your impairing condition and any treatment which you are receiving; and</p> <p>c. You must allow your medical supervisor and the GMC to exchange information about your health, (and any treatment you are receiving), with your general practitioner and any other registered medical practitioner responsible for your care, including your occupational health practitioner(s).</p>	C C C	Health	Treatment	
C17	You must obtain the approval of your medical supervisor before accepting any post for which registration with the GMC is required.	NC	Health	Limit practice	This restriction is disclosable to the public and must be included in the practice related restrictions.
C18	You must keep your professional commitments under review and limit your medical practice in accordance with your medical supervisor's advice.	NC	Health	Supervision	This restriction is disclosable to the public and must be included in the practice related restrictions.
C19	You must cease work immediately if your medical supervisor advises you to do so.	NC	Health	Limit practice	This restriction is disclosable to the public and must be included in the practice related restrictions.

	Conditions for all doctors with personal alcohol and/or drug misuse problems – i.e. every doctor found to have impairment as a result of alcohol and/or drug misuse must have both the following conditions attached to their registration.				
C20	You must comply with arrangements made by, or on behalf of, the GMC for the announced/unannounced testing of breath/blood/urine/saliva/hair, for the recent and long-term ingestion of alcohol and other drugs.	C	Health	Testing	Unannounced testing <i>may</i> be a component of the GMC monitoring programme for any doctor with a substance misuse diagnosis (at the discretion of the medical case examiner).
C21	<p>a. You must attend regularly meetings of Alcoholics Anonymous / Narcotics Anonymous / the Doctors and Dentists Group / any other support group / individual alcohol/drug counselling, if recommended to do so by your medical supervisor.</p> <p>b. You must provide evidence of your attendance at such meetings to the GMC on a x monthly basis.</p>	C	Health	Support	

Part 2 – Conditions bank					Panels may choose as many conditions from the bank as they feel appropriate and justified. The bank is split into separate sections to facilitate panels choosing appropriate conditions.
Personal alcohol misuse					
C22	You must limit your alcohol consumption in accordance with your medical supervisor's advice, abstaining absolutely if they so require.	C	Health	Alcohol	
C23	You must abstain absolutely from the consumption of alcohol.	C	Health	Alcohol	
Personal drug misuse					
C24	You must refrain from self-medication, (apart from over the counter drugs which do not require a prescription), and take drugs only as prescribed for you by your general practitioner or any registered medical or dental practitioner responsible for your care.	C	Drugs	Self medication	
C25	You must refrain from self-medication, (including over the counter drugs which do not require a prescription), and take drugs only as prescribed for you by your general practitioner or any registered medical or dental practitioner responsible for your care.	C	Drugs	Self medication	NB this condition may also need to be applied to doctors with impairment through alcohol misuse.
C26	You must not possess those drugs listed in Schedules 1 - 3 of the Misuse of Drugs Regulations 2001, as may be amended from time to time.	NC	Drugs	Possession	
C27	You must only prescribe drugs under arrangements which have been agreed between your medical supervisor and the medical practitioner of consultant grade or equivalent supervising your work.	NC	Drugs	Prescribing	Consultant grade or equivalent; for GPs this would be a GP on the GP Register.
Treating Psychiatrists					
C28	You must remain under the care of a treating psychiatrist and must allow your medical supervisor and the GMC to exchange information with him/her about your health and the treatment you are receiving.	C	Health	Supervision	

Prescribing practices					
C29	You must only prescribe drugs under arrangements which have been agreed between the GMC and the medical practitioner of consultant grade or equivalent supervising your work.	NC	Drugs	Prescribing	This condition, rather than 26 above, would be applied in cases where the panel wishes to restrict prescribing but the doctor has not been found to be impaired by reason of personal drug misuse. Consultant grade or equivalent; for GPs this would be a GP on the GP Register.
C30	You must not prescribe those drugs listed in Schedules 1 - 3 of the Misuse of Drugs Regulations 2001, as may be amended (from time to time).	NC	Drugs	Prescribing	Drugs listed in Schedule 1 to the Misuse of Drugs regulations normally require a Home Office licence in order to be prescribed.
C31	You must not prescribe [e.g. <i>opioids or benzodiazepines for the treatment of addiction etc</i>].	NC	Drugs	Prescribing	
C32	You must not prescribe for yourself, or a member of your family.	NC	Drugs	Prescribing	
C33	You must not prescribe any drugs.	NC	Drugs	Prescribing	
Practice restrictions – general work					
C65	You must obtain the approval of the GMC before accepting any post for which registration with the GMC is required.	NC	Practice	Employment	Once the doctor has been offered a post we would expect to be provided with a job description and any other relevant information. The case examiners will be asked to approve the post and may seek advice from the Postgraduate Dean.
C34	You must confine your medical practice to posts within the National Health Service and not undertake any private practice.	NC	Practice	NHS	The Panel may chose to name a specific private environment where the doctor may continue to work, if they are satisfied that an appropriate level of management and supervision exists (e.g. independent hospital).

C35	You must confine your medical practice to general practice posts [in a partnership / group practice of at least 3/4/5etc members (including yourself) etc] .	NC	Practice	GP	
C36	You must confine your medical practice to general practice posts as a [salaried GP / GP Registrar etc] , where your work will be supervised by a named [GP Trainer, GP] .	NC	Practice	GP	
C37	You must confine your medical practice to National Health Service [training / supernumerary] posts in [nominated specialities] , where your work will be supervised by a named Consultant.	NC	Practice	NHS	Clinical posts
C38	You must confine your medical practice to posts [in the Blood Transfusion Service / Family Planning Clinics / health screening] , where your work will be supervised by a named medical practitioner of consultant grade or equivalent.	NC	Practice	Non-treating	Non-treating clinical posts Consultant grade or equivalent; for GPs this would be a GP on the GP Register.
C39	You must confine your medical practice to posts [in medical research / public health medicine] , where your work will be supervised by a named medical practitioner of consultant grade.	NC	Practice	Non-clinical	Non-clinical posts
C66	You must limit your medical practice to x sessions per week.	NC	Practice	Limit practice	A session = ½ day
C67	Your (day to day work / surgery etc) must be directly supervised by a registered medical practitioner of consultant grade or equivalent. (See Glossary for full definition)	NC	Practice	Supervision	Consultant grade or equivalent; for GPs this would be a GP on the GP Register. See <u>Glossary</u> for definition of direct supervision.
C68	Your (day to day work / surgery etc) must be closely supervised by a registered medical practitioner of consultant grade or equivalent. (See Glossary for full definition)	NC	Practice	Supervision	Consultant grade or equivalent; for GPs this would be a GP on the GP Register. See <u>Glossary</u> for definition of close supervision.
C69	Your (day to day work / surgery etc) must be supervised by a registered medical practitioner of consultant grade or equivalent. (See Glossary for full definition)	NC	Practice	Supervision	Consultant grade or equivalent; for GPs this would be a GP on the GP Register. See <u>Glossary</u> for definition of supervision.
Practice restrictions – specific procedures					
C41	a. You must not carry out [name of procedure] unless directly supervised by a Consultant [specialty] . b. You must maintain a log detailing every case where you have undertaken [name of procedure] , which must be signed by the	NC	Practice	Procedure	Directly supervised in this context means to be observed whilst carrying out the specified activity.

	<p>supervising consultant.</p> <p>c. You must provide a copy of this log to the GMC on a x monthly basis or, alternatively, confirm that there have been no such cases during that period.</p>				
C42	You must not carry out [name of procedure] .	NC	Practice	Procedure	
C43	You must not undertake consultations with [group(s) of patients]	NC	Practice	Consultation	(eg under 16s etc)
C44	<p>a. Except in life threatening emergencies, you must not undertake consultations with [male patients / female patients / patients under the age of x] without a chaperone present. The chaperone must be a fully registered medical practitioner or fully registered nurse or midwife.</p> <p>b. You must maintain a log detailing every case where you have undertaken a consultation with such a patient, which must be signed by the chaperone.</p> <p>c. You must maintain a log detailing every case where you have undertaken a consultation with such a patient in a life-threatening emergency, without a chaperone present.</p> <p>d. You must provide a copy of these logs to the GMC on a x monthly basis or, alternatively, confirm that there have been no such cases during that period.</p>	NC	Practice	Consultation	
Practice restrictions – locum work / on-call / out-of-hours					
C45	You must not work as a locum or undertake any out-of-hours work or on-call duties, unless approved by your [educational / medical] supervisor, and with the prior agreement of the GMC.	NC	Locum	Advice	
C46	You must not undertake any locum posts of less than x months duration.	NC	Locum	Duration	
C64	You must only undertake on-call duties at a named location, as approved by [the GMC / your medical supervisor / your educational supervisor] .	NC	Practice	On call/Out of hours	
C47	You must not undertake any [out-of-hours work / on-call duties] .	NC	Practice	On call/Out of hours	On-call work often forms a core element of primary care medicine. See Glossary for detailed explanation.

C48	You must not work as a locum or undertake any out-of-hours work or on-call duties.	NC	Locum	Prohibited	
Performance Assessment					
C70	You must undergo a GMC Test of Competence (TOC) performance re/assessment at a date to be set by the GMC.	NC	Performance	Assessment	
C71	You must undergo a full GMC performance re/assessment at a date to be set by the GMC.	NC	Performance	Assessment	
Doctors currently living outside the UK					
C49	You must contact the GMC within 7 days of your return to the UK. For confirmation, the following conditions can only be fulfilled in the UK and the monitoring of your compliance with these conditions will start from the date of your return.	NC	Absence	Out of country	For doctors who are currently residing outside the UK. <u>This must be the first condition.</u>
Intimate examinations					
C50	<p>a. Except in life threatening emergencies, you must not undertake an intimate examination of a [patient / male patient / female patient / patient under the age of x] without a chaperone present. The chaperone must be a fully registered medical practitioner or fully registered nurse or midwife.</p> <p>b. You must maintain a log detailing every case where you have undertaken an intimate examination of a [patient / male patient / female patient / patient under the age of x], which must be signed by the chaperone.</p> <p>c. You must maintain a log detailing every case where you have undertaken an intimate examination of a [patient / male patient / female patient / patient under the age of x] in a life-threatening emergency, without a chaperone present.</p> <p>d. You must provide a copy of these logs to the GMC on an x monthly basis, or, alternatively, confirm that there have been no such cases during this period.</p>	NC	Intimate exam	Chaperone	

C51	You must not undertake intimate examinations of patients.	NC	Intimate exam	Prohibited	
Auditing areas of practice					
C52	a. You must maintain a log detailing every case where [...] b. You must provide a copy of this log to the GMC on a x monthly basis or, alternatively, confirm that there have been no such cases.	NC	Audit	Procedure	
C53	a. You must maintain a log of all your prescriptions for controlled drugs. b. You must provide a copy of this log to the GMC on a x monthly basis or, alternatively, confirm that there have been no such cases.	NC	Audit	Prescribing	'Controlled drugs' as defined by the British National Formulary
C54	a. You must undertake at least x audit(s) of [insert area of practice] during this period of conditional registration. . b. Upon completion of each audit, you must provide the results to the GMC.	NC	Audit	Frequency	
C55	a. You must develop and monitor practice protocols in respect of [the issuing of statutory sickness certificates; repeat prescribing; receipt of complaints etc]. b. You must provide evidence to the GMC of the steps you have taken to develop and monitor practice protocols as outlined in condition (x) above, within x months of the date that these conditions become effective.	NC	Audit	Protocols	
C56	a. You must maintain a log of all patients to whom you have [issued statutory sickness certificates; issued repeat prescriptions etc]. b. You must provide a copy of this log to the GMC on a x monthly basis or, alternatively, confirm that there have been no such cases.	NC	Audit	Certificates	
Postgraduate Deaneries					Postgraduate Dean for hospital specialties Director of Postgraduate GP Education for GPs

C58	You must agree to the appointment of a mentor, as [advised and/or approved] by your [Postgraduate Dean/ Director of Postgraduate General Practice Education], (or their nominated deputy).	NC	PG Dean	Mentor	Postgraduate Dean for hospital specialties. Director of Postgraduate GP Education for GPs.
C59	You must seek the advice of your [Postgraduate Dean/ Director of Postgraduate General Practice Education / Regional Advisor of Royal College of x] (or their nominated deputy), in relation to your [future medical career etc].	NC	PG Dean	Advice	Postgraduate Dean for hospital specialties. Director of Postgraduate GP Education for GPs. These individuals may then advise the doctor to seek further advice from a third party.
Specified training courses / exams					
C60	You must undertake the [x examination] within x months of the date from which these conditions become effective and forward a copy of your results to the GMC.	NC	Training	Course	
C61	Before returning to [work as a x], you must undertake and pass the [x examination etc].	NC	Training	Course	