



Business plan 2023

Our priorities for 2023 to support our corporate strategy

Our vision is to be an effective, relevant, and compassionate regulator for patients, the public, and medical professionals. Our core role is to deliver flexible and responsive regulation that protects patients, supports professionals to deliver quality care, and meets the needs of the UK health system. To do this we:

- set the standards for medical practice
- register and revalidate our medical professionals
- promote high standards of medical education
- investigate and act on concerns.

Given the unprecedented uncertainties and challenges facing the healthcare system, and the medical profession, we'll continue to:

- listen to the experiences and needs of patients, the public, and the profession to inform our priorities
- use evidence and data to maximise the part we play in responding to those challenges.

Over the next three years we will focus on embedding many of the positive changes that came out from the pandemic into our ways of working. As the government amends the legislation that governs how we work, we face a significant opportunity to redesign our regulatory approach and processes. To meet these challenges and maximise the impact of our work, we'll target our resources at fewer strategic priorities and activities.



Delivering our statutory functions

Efficient and effective regulation

In 2023 we expect to:

- process **c.46,000** revalidation recommendations for doctors
- support **c.26,500** qualified first-time applicants to join the UK register (including 18,500 applications from international medical graduates and 8,000 applications from UK medical graduates)
- triage complaints of about **9,000** doctors and investigate approximately **1,500** doctors
- take further action in response to concerns in the form of running approximately **315** medical practitioner's tribunal hearings
- visit **11** new medical schools and use our proactive quality assurance process to review **15** postgraduate training organisations and **36** established medical schools (see our reports [here](#))
- respond to **c.450** ethical enquiries in relation to our standards for doctors
- host over **1,000** events, engaging with over **45,000** doctors and students
- host over **150** Welcome to UK practice events and in doing so, support more than **8,000** international medical graduates new to UK practice
- approach **64,000** trainees and **53,000** trainers to understand their views on training, and on the quality of postgraduate medical education through our national training survey (NTS)
- approach **3,500** doctors to contribute to *The state of medical education and practice* (SoMEP) barometer survey.



Making every interaction matter

Regulation of medical associate professions (MAPs)

We're designing a regulatory framework for physician associates (PAs) and anaesthesia associates (AAs) that will enable these professionals to make an enhanced contribution to healthcare, raise standards of practice, and keep patients safe. And we're preparing for the wider implications of becoming a multi-professional regulator.

Sponsor: Una Lane

Transition to Welsh Language Standards

We're getting ready to comply with the incoming Welsh Language Standards for healthcare regulators, an important part of the Welsh Government's Cymraeg 2050 strategy. This is an opportunity to enhance our Welsh language offer to those accessing our services. We're planning activities to implement the standards across all functions of the GMC.

Sponsor: Paul Reynolds

Regulatory Reform

We're working closely with Department of Health and Social Care to reform our legislation. This will require us to implement a new legal framework, rules, policies, and processes across all our regulatory functions. Regulatory reform will change the way we regulate and give us more flexibility to set our own rules, and change the way we work in the future when evidence suggests there are improvements that can be made. This will enable us to be more supportive, inclusive, and compassionate in the way that we regulate and provide greater consistency between us, and other regulators.

Sponsor: Shaun Gallagher



Developing a sustainable medical workforce

Expanding our registration pathways

We're expanding our registration pathways in response to increasing demand from overseas doctors and workforce pressures in our health service. We're updating existing pathways as well as developing new ones, implementing international trade deals, and responding to any changes to the post-Brexit standstill arrangements. This will make sure we're able to register skilled professionals so more doctors can work in the UK.

Sponsor: Una Lane

Introducing a Medical Licensing Assessment

We're introducing a new assessment that will be embedded in final exams for UK graduates and delivered by us for international medical graduates. The assessment will improve consistency in the levels of core knowledge, skills, and behaviours required of doctors practising in the UK.

Sponsor: Colin Melville



Investing in our people to deliver our ambitions

Continuing to attract and retain talent

We're expanding the diversity of our people and targeting the progression barriers some colleagues experience so we can have a more inclusive work environment. We're also working to achieve Gold accreditation under Investors in People (IiP).

Sponsor: Neil Roberts



Enabling professionals to provide safe care

Fairer regulatory outcomes

We have two projects to help us focus on making fairness central to our work:

- eliminating differentials in employer fitness to practise referrals

Sponsor: Anthony Omo

- eliminating discrimination, disadvantage, and unfairness for all index measures of fair medical education and training pathways by 2031.

Sponsor: Colin Melville

Good Medical Practice review

We'll make sure our standards for the professions we regulate reflect current patient and public expectations. We'll maximise the relevance of our guidance to the profession and optimise how it applies to care.

Sponsor: Colin Melville

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