

# Business plan

2022-24



General  
Medical  
Council

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# Our priorities in 2022

## to support our strategy 2021 to 2025

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 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.

To establish our main priorities we considered many factors.

Patient care backlogs and concerns over workforce wellbeing from the pandemic will be a feature of the health system for years to come. Over the next three years we'll continue to listen to the experiences and needs of patients, the public, and the professions. We'll then use what we learn to maximise the part we play in the pandemic recovery and renewal.

We'll also embed many of the positive changes that have emerged from the pandemic so far into our ways of working.

Finally, 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 activities.



## Pandemic recovery

In response to the pandemic, we paused or modified our work at various times during 2020 and 2021. In some key areas, we significantly increased our activity to support doctors, such as issuing ethical guidance.

As we emerge from the pandemic, we are renewing our emphasis on being proportionate, fair, and empathetic. Some of the changes we introduced during the pandemic will become permanent features of our work.

In 2020 and 2021 we converted our office space and invested in COVID-safe exams for international medical graduates. We'll continue offering extra exams to support the workforce.

We'll reduce the backlog of open investigations and hearings to pre-pandemic levels by early 2023.

We'll embed the ongoing use of technology where it improved our approach, eg virtual and hybrid hearings.

As long as the government maintains our emergency powers, we'll manage temporary emergency registration. This will help us support the needs of the health system by maximising the number of professionals available.

We'll improve the way we do identity checks for our registers. We'll do this by trialling new digital technology and checking the identity of doctors who joined the register during the pandemic.

We'll consider which positive changes to education and training can feature in our approach to regulatory reform.

We'll continue to explore and learn from our surveys, data, and research.



## Making every interaction matter

### Regulatory reform

We're developing flexible regulation to be more supportive, responsive, inclusive, and fair. The work includes changes to our legal framework, the re-design of our processes, and bringing physician associates (PAs) and anaesthesia associates (AAs) into regulation.

**Who:** Shaun Gallagher **When:** Summer 2023 for the first changes including bringing PAs and AAs into regulation and then ongoing.



## Developing a sustainable medical workforce

### Manage the end of Brexit standstill period

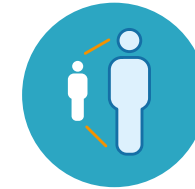
We're updating our registration processes to respond to the end of the Brexit standstill arrangements. This will make sure we're able to register skilled professionals so more doctors can work in the UK.

**Who:** Una Lane **When:** standstill arrangements ending 31 December 2022 with process changes complete July 2023.

### Introduce 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 create consistency in the levels of core knowledge, skills, and behaviours required of any doctor practising in the UK.

**Who:** Colin Melville **When:** Assessments commencing from 2024.



## Investing in our people to deliver our ambitions

### Continue to attract and retain talent

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

**Who:** Neil Roberts **When:** July 2023 (IiP), 2026 for wider diversity.



## Enabling professionals to provide safe care

### Fairer regulatory outcomes

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

- A. eliminating differentials in employer fitness to practise referrals.  
**Who:** Anthony Omo **When:** by 2026.
- B. Implementing education and training outcomes.  
**Who:** Colin Melville **When:** by 2031.
- C. Reviewing the fairness and transparency of our high-stakes decisions. **Who:** Shaun Gallagher **When:** by September 2022.

### 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.

**Who:** Colin Melville **When:** by September 2023.

# Getting the latest updates

We publish our progress against these priorities on our website throughout the year as part of our update to our Council. You can find updates here: [website](#) and information about the Council here: [Council - GMC \(gmc-uk.org\)](https://www.gmc-uk.org)

If you'd like to speak to our teams working on these priorities - [contact us](#) so we can help you speak to the right people.

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