Appendix diagram

Professional behaviour and fitness to practise: guidance for medical schools and their students

Appendix diagram

Concern is identified

- Conduct, conviction, caution, and any health-related matters
- Health or disability only

Monitor, re-evaluate, gather evidence

Referral to low-level professionalism committee or senior member of staff
- Warning

Continues on course, with support if necessary
- Monitor, re-evaluate, gather evidence
- If further concerns are identified or support/reasonable adjustments not effective
  - Referral to fitness to practise investigation

Health assessment or occupational health advice
- Reasonable adjustments, advice or treatments plan
- Student voluntarily withdraws from course
- Fitness to practise hearing still held

Investigation
- Investigator presents findings to committee or individual in decision-making role
- Decision from investigation
- Referral to a fitness to practise committee or panel
- Fitness to practise committee or panel
- Sanction: condition, suspension
- Sanction: expulsion
- No further action – support and monitoring if necessary
- Unable to meet competencies despite reasonable adjustments
- Removed from course
- Warning

Support and pastoral care