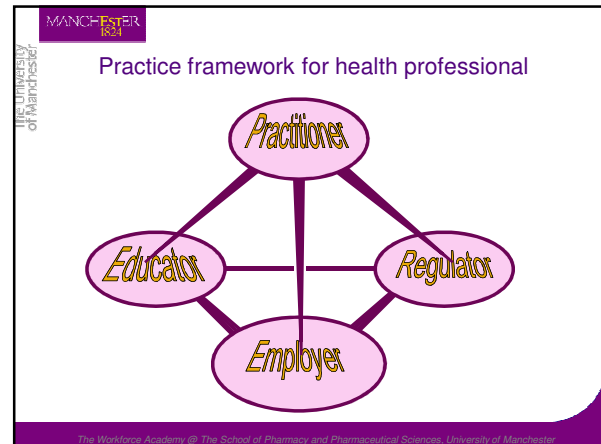


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## Ensuring Fitness to Practice: the modernisation of health professional regulation

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### Ensuring Fitness to Practice: Key Players and Responsibilities

**Regulator**

- responsible for standards of education and practice

**Educator**

- prime responsibility in providing learning to achieve initial "fitness to practice"

**Employer**

- responsible for ensuring that health professional employees maintain fitness to practice

**Professional Body**

- supports regulatory processes for ensuring fitness to practice, e.g. accreditation, credentialing

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### Issues in Initial "Fitness to Practice" (FtP)

**Regulatory requirements**

Options include:

- national vocational qualification
- academic qualification
- supervised practice
- professional qualification
- competency framework

**Key perspectives and practicalities**

- Who provides learning?
- Who accredits learning provision and institutions?
- Who assesses competency and how?

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### Issues in Maintaining "Fitness to Practice" (FtP)

**Approaches**

- annual appraisal
- absence of complaints/concerns relating to performance, conduct and health
- summative assessment of competency

**Who needs to do what?**

- individual health practitioner
- employer
- professional body
- regulator

N.B. mechanisms are needed to support/retrain/rehabilitate those who fail to maintain FtP

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### Coherence in Health Professional Regulation

**Intra-disciplinary regulation**

- to achieve efficient skill-mix, need to regulate specialists and "paraprofessionals" within disciplinary family

**Inter-disciplinary regulation**

- need to harmonise standards for "restricted acts" undertaken by more than one discipline, e.g. prescribing

**Integrated systems of regulation**

- e.g. reducing adverse drug events

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**Reducing adverse drug events:  
Safe products, safe systems, safe professionals**

**Safe product** - **regulation** (EMA)  
(licensing/classification)

**Safe systems** - **governance** (NPSA)  
(medicine usage)

**Safe professionals**  
(pharmacists/technicians) - **regulation** (GPhC)

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