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Postgraduate Medicine & Dentistry
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Guidance to trainees and trainers re: professional requirements if arrested, charged or convicted of a criminal offence

This is not a comprehensive guide but it is hoped it will provide some useful basic guidance.

Introduction

Occasionally doctors are arrested for criminal offences and this advice is to help you understand the implications this holds for doctors in training within the work place. Very occasionally this may occur as a result of their clinical work.

Procedure

Whether a trainee is in the UK or not, if a doctor is arrested and bailed, accepts a caution or convicted of a criminal offence they need to do the following: *(If you are supervising a trainee in this situation this needs to be followed up).*

1. They need to inform the following:
 - a. GMC
 - b. Educational supervisor
 - c. Responsible Officer / Postgraduate Dean
 - d. Lead employer
 - e. Host Trust where they are currently working.

2. Depending on the allegation the local safe guarding team may need to be informed.

What happens after that will depend on the GMC, training needs and the nature of the offence. It will vary from no impact professionally through to restrictions on their practice from Police / GMC (including conditions, undertakings and fitness to practice panels) and may result in exclusion from the work place while the matter is being investigated.

It is important under all circumstances to remain engaged with the GMC, lead employer, school and host Trust and respond to all communications in a timely fashion.

As trainers it is important that the trainee has access to pastoral support and is also made aware of the support available from the lead employing organisation. At some point a reflection is likely to be helpful and may indeed be required more than once. It is also important to highlight the need for proper legal representation, use of defence organisations and the BMA for any issues in the context of their work and training.

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Additional information:

http://www.gmc-uk.org/guidance/ethical_guidance/21184.asp