

Engagement with Employers

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- Employer events
- Other engagement
- Other resources

Employer Events

- Location and sessions
- Type of delegates
- Structure
- Promotion through:
 - NHS Workforce bulletin and Health Bulletin news
 - Professional body contacts
 - Contacts in the devolved administrations
 - HPC Newsletter

Employer Events – Presentation content

- Process and procedure
- Issues to be considered
- Role of the HPC and the role of the HPC Case Manager
- Witness Support
- Facts and figures
- What employers need to know
- When to refer
- Types of issues considered
- Key documents

Employer Event – Workshop content

- Two plenary sessions
- CPD
- FTP
 - Case studies
 - Lack of competence
 - Misconduct

Case study: Misconduct

- The paramedic had been in practice for 31 years with an unblemished record
- Crew of 1 paramedic and 1 emergency care assistant (ECA) attended a call to a patient's home
- 60 year old female was deceased on their arrival at the scene and was found lying on the floor in the bathroom
- The deceased had not been seen for approx 6 hours according to her husband
- Medical conformation through an ECG confirmed the patient had passed away
- It was alleged by the ECA that, whilst checking for signs of life, the paramedic put his hand inside the deceased's pyjama bottoms. His alleged justification for this was to feel for body temperature and see how long she had been dead
- The ECA felt very uncomfortable with this at the time, but thought perhaps this was a routine check he had not seen before. He felt it was not his place to say anything

When to refer

- 10 days after the incident, the ECA reported allegations that the paramedic inappropriately examined a deceased, female patient which was perceived to be of sexual nature?
- The manager received, but did not act upon the report from the ECA?
- 6 months after the incident the paramedic applied to a rapid response post where he would be working alone?
- A formal investigation took place at which time the paramedic was suspended by his employer?
- On suspension before being told the details of the allegation, the paramedic enquired “is this a complaint of a sexual nature?”?
- The paramedic tendered his resignation after being advised of his suspension. The employer decided to continue with the investigation?
- Two days later the paramedic retracted his resignation?
- The Trust’s investigating officer found there was insufficient evidence to suggest the paramedic’s actions were inappropriately sexually motivated?

Other Engagement

- Meetings with Unions and professional bodies
- Meetings with Employers
- Attendance at Events
- Expectations of Complainants
 - Approach
 - Methodology

Resources

- The Fitness to Practise Process: Information for Employers
- Managing Fitness to Practise: A guide for registrants and employers
- Alerts newsletter
- Employer section of the website <http://www.hpc-uk.org/aboutregistration/employers/>
- Public Information Material
- Advertising
- Multiple registrant look up

Any
Questions?