



## Core Competencies for Re-licensing / Revalidation

### 1. Good professional practice

#### a. General

- Is fully registered with the GMC and ensures that professional standards applicable to their work, as set out by bodies such as the GMC and the Faculty, are adhered to.
- Works within limits of their professional competence
- Delivers objectives to agreed professional standards.
- Demonstrates good professional judgement by making sound and reasoned decisions on an evidence-base from a range of sources.
- Demonstrates a clear pragmatic approach to effective and cost effective use of resources.
- Demonstrates a current understanding of the context of their professional work and an ability to work effectively within it.

#### b. Specific to the Role of an MLA

- Is able to provide informed and accurate medico-legal and ethical advice to healthcare professionals, based on a detailed up to date knowledge and practical understanding of the law, medical ethics, formal procedures and professional standards, requirement and guidelines.
- Has a working knowledge and understanding of the law and medical ethics as applicable to practice as a doctor in the United Kingdom.
- Is able to coordinate and maintain a working knowledge for an effective defence of healthcare professionals as appropriate to their current role, in relation to some, or all, of the following:
  - i. Clinical Complaints
  - ii. Clinical negligence claims
  - iii. Fitness to practice procedures
  - iv. Disciplinary procedures
  - v. Performance assessment procedures
  - vi. Coroners Inquests
  - vii. Criminal investigations arising out of clinical care
  - viii. Other formal inquiries into or arising out of clinical care provision.
- Is able to find and understand relevant clinical information from clinicians, expert witnesses and clinical records, and can identify potential vulnerabilities in relation to the standard of care provided or the clinical records.
- Is able to appreciate when legal assistance is required, and instructs solicitors or barristers where necessary and appropriate.
- Has basic advocacy and negotiation skills as appropriate to their role

- Is able to provide reassurance and basic counselling to healthcare professionals facing criticism, investigation or questioning arising out of their clinical/professional practice or issues surrounding their fitness to practise.
- Is able to appreciate when expert medical advice is required and commission and assess appropriate expert medical evidence, where necessary.
- Demonstrates a detailed understanding of all aspects of clinical risk management.

#### **c. Specific to all Forensic Physicians**

- Be able to take a full and competent history from an individual to inform assessment.
- Be able to assess and diagnose the physical and mental health status of individuals.
- Be able to provide first aid and basic life support.
- Be competent and able to prescribe appropriate medication to achieve specified health goals.
- Be able to provide good clinical management of patients, including co-ordinating the implementation and delivery of treatment plans.
- Be able to provide health education interventions.
- Have the ability to assess adequately alcohol/drug intoxication and withdrawal and, in particular, their forensic and medical implications.
- Make precise documentation of injuries and be able to interpret them.
- Demonstrates a full understanding of when and how to take all relevant forensic samples required and the methods for safeguarding them.
- Possess a good understanding of consent and confidentiality as they apply to the dual therapeutic and forensic roles of their work.
- Have a good understanding of systems and procedures for safeguarding children, young people and vulnerable individuals.
- Keep clear, accurate and full contemporaneous patient records.
- Be able to prepare statements for the courts and other reports that may be required and give evidence in court effectively and objectively.

#### **d. Specific to custodial medicine**

- Demonstrates a good understanding of PACE and other relevant legislation; have knowledge of recognised clinical standards and guidelines; and have willingness to adopt evidence based practice.
- Make an adequate assessment of the patient's fitness to be detained, interviewed, charged, transferred or released.
- Make an adequate assessment of the patient's need for an appropriate adult and demonstrate an understanding of the functions, use and limitations of the appropriate adult scheme.
- Have knowledge of the legal and medical requirements involved in performing intimate searches.

- Demonstrates a good understanding of relevant mental health legislation and be able to undertake or facilitate a Mental Health Act Assessment.
- Show a full understanding of all aspects of relevant road traffic legislation and be able to conduct any examination required under that legislation.
- Demonstrate a full understanding of the clinical and forensic aspects of dying and death; be able to pronounce life extinct at a scene; and give an opinion on whether there are any suspicious circumstances.
- Be able to protect yourself and others from the risk of violence and aggression and support the health and safety of yourself and others by ensuring your own actions reduce risks to health and safety.
- Demonstrate a full understanding of police restraint methods, their use, side effects and complications.
- Have a full knowledge of the medical and forensic issues as they relate to police service employees in the performance of their duties and be able to make such assessments as are required.

#### e. Specific to the role of a Sexual Assault Examiner

- Have a good working knowledge of the unique aspects of consent and confidentiality as they apply to this area of work.
- Be able to communicate comfortably and in an age-specific way with the complainant and their carers about these sensitive issues.
- Have knowledge of the normal anogenital anatomy of the relevant age group together with normal variants.
- Make an adequate assessment of the patient's immediate medical needs and ensure that these are addressed.
- Be able to conduct a good, age-specific ano-genital examination of the patient
- Possess an adequate understanding of the diagnosis and differential diagnosis of physical signs.
- Make adequate provision for any necessary aftercare.
- Be sensitive to the psychological needs of the patient throughout the examination.

#### f. Specific to Expert Witness Work

- Fully understand the roles and responsibility of an expert witness in medico-legal proceedings in line with relevant GMC and Faculty guidance.

#### g. Specific to the Role of a Medical Coroner

##### Good Professional Practice

- Adheres to any national statutory competency provisions (such as, for England and Wales, the *Competence Framework for Coroners* and the *Framework of Abilities and Qualities for HM Coroners* (Judicial Studies Board and Coroners Training Group documents, applicable to all coroners))

*In addition, and specifically for medically qualified coroners:*

- Is able to demonstrate a sound knowledge of pathology and forensic pathology, including methods of forensic human identification, and the procedures involved in autopsies.
- Has a clear understanding of, and an ability to explain to others, the limitations of a coroner's post-mortem examination (as distinct from a consented, academic post-mortem examination) given the statutory constraints imposed.
- Upholds statute and case law governing coroners, whatever his or her personal view of it, (e.g. in connection with the provisions of the Human Tissue Act and Human Tissue Authority as it relates to post-mortem examinations and tissue retention).
- Is able to provide informed and accurate advice to healthcare professionals, pathologists, police officers and undertakers based on a detailed up-to-date knowledge and practical understanding of the law, medical ethics, professional standards and guidelines.
- Is able to co-ordinate an effective investigation of healthcare provision preceding a death, taking care to ascertain matters relevant to a coronal inquiry but to avoid appearing to make a determination on issues of civil liability or of criminal liability on the part of named individuals.
- Has a clear understanding of, and ability to direct a jury about, the law of neglect and of unlawful killing.
- Is able to decipher and understand relevant clinical information from clinicians, expert witnesses, and clinical records, and can identify for exploration potential vulnerabilities in relation to the care provided.
- Is able to appreciate when expert medical advice is required and commission and assess appropriate expert medical evidence where necessary.
- Demonstrate advanced oral communication skills in dealing with families and other interested persons, witnesses, professional witnesses, expert witnesses and legal representatives in the Court Room setting.
- Recognises and manages potential conflicts of interest.
- Prepares sound written materials in connection with Reports made pursuant to the findings at an inquest (such as "Rule 43 Reports" in England and Wales) so as to make clear what issues have arisen in a case which, if left without effective action, are likely to lead to further deaths of a similar nature.
- Shows a willingness to speak to medical and lay audiences about the role of the coroner and to assist in the training of medical personnel in matters of death certification, registration and reports to coroners.

## 2. Maintaining good medical/professional practice

- Demonstrates an in-depth, knowledge of the legal and ethical principles that apply to all aspects of medical practice and an understanding of the practical relevance of these principles as they apply to healthcare provision in the United Kingdom.
- Demonstrates willing participation in educational activities and audit to maintain and develop professional skills.
- Maintains an up to date knowledge of recent (and potential future) advances and developments in clinical medicine, relevant law, regulations procedures and organisational development (NHS and private)

## 3. Relationships with 'service users'<sup>1</sup>

- Demonstrates advanced written and oral communication skills
- Develops effective working relationships with service users
- Demonstrates a tolerance and understanding of the needs of individuals
- Deals with individual patients or members in a supportive and sympathetic manner, where appropriate
- Communicates necessary information clearly and succinctly, whether orally or in written form
- Respects the confidentiality of service users (within constraints imposed by statute and case law)
- Has regard to Human Rights principles as they apply to service users

## 4. Working with colleagues

- Ensures effective working relationships with colleagues
- Shares professional knowledge, ideas and experience with colleagues as appropriate.
- Shares information, as necessary, to ensure effective working whilst avoiding unnecessary distribution of information to those not directly involved with individual cases
- Recognises and manages potential conflicts of interest.
- Supports less experienced colleagues through the provision of necessary information and guidance
- Is approachable when others need information, advice or assistance
- Treats colleagues fairly and in a professional manner and respects their rights
- Does not make malicious or unfounded criticisms of colleagues
- Works effectively as part of a team, taking responsibility for assigned roles and supporting others within the team to ensure effective team working

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<sup>1</sup> For forensic physicians their patients; for MLAs - members of medical defence organisations; and for medically qualified coroners – relatives of the deceased and 'interested parties'

## 5. Teaching and Training

- Demonstrates an active involvement in the dissemination of knowledge and skills, to colleagues working within their respective discipline of forensic and legal medicine, through training, coaching and mentoring.
- Demonstrates an involvement in providing education to other groups of healthcare professional working outside the field of forensic and legal medicine, on aspects of the law, medical ethics and clinical risk management as relevant and applicable to their field of practice.

## 6. Probity

- Ensures propriety in their financial and commercial affairs and in the use of their professional position
- Exercises proper care over the authorisation and expenditure of funds (public or private)
- Respects data protection legislation and protects confidentiality and Human Rights principles
- Does not engage in activities outside their professional practice that might call into question their fitness to practise in the speciality

## 7. Management Activity

- Acts with honesty and integrity when undertaking any management activities
- Assesses and manages risks to both individuals and organisations arising from their work
- Ensures that those medical members for whom the individual has management responsibility display the competencies outlined in this document

## 8. Research

- Conducts research (as appropriate to their role) with honesty, integrity and in accordance with the law, respecting the rights of members and their patients

## 9. Health

- Seeks (and follows) appropriate independent advice or assistance in relation to any health problems that might adversely affect their professional performance
- Limits or adapts their work as necessary in response to any such health problems
- Does not rely on their own assessment of how such problems might affect their ability to undertake their work