

# Support on offer for employees

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## Overview

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We know being referred to our fitness to practise process can have a significant impact on people's health and wellbeing.

We encourage you always to support nurses, midwives and nursing associates who are going through the process, including those who are asked to give information or act as a witness.

The support will depend on the people involved and the concerns raised, but may be as simple as regular check-ins on the person's wellbeing. There also are practical things that you can do to help nurses, midwives and nursing associates [reflect on their practice and address concerns](#).

It's helpful if you encourage your employee (or former employee) to engage with our fitness to practise process. This will help us to better understand the issues involved and more quickly resolve the case.

We recognise that both trade unions and professional associations play a vital role in offering local support, representation and guidance to staff.

When concerns arise in relation to a nurse, midwife or nursing associate's practice, we would encourage you to work with any elected representatives to ensure that staff are fully supported.

## Careline

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In October 2019, we piloted for 12 months a Careline to provide emotional and practical support for nursing and midwifery professionals going through fitness to practise proceedings. The pilot has now ended and the service will continue and become part of our business as usual activities.

It's delivered in partnership with CiC, a leading employee assistance provider. It gives emotional support and practical help and advice to all nurses, midwives and nursing associates during the process, available 365 days of the year, 24 hours a day.

### [Find out more about the FtP Careline](#)

## Support line for witnesses or who people who have made a referral

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There's an independent support line for people who've made a referral to us or the General Medical Council, or people who are a witness in a fitness to practise case. This offers confidential emotional support or practical help from a specially-trained team.

### [Find out more about the independent support line](#)