

Stage four: Check for evidence of remediation

Reference: SCR-1d Last Updated: 28/07/2017

Sometimes we receive information about the nurse, midwife or nursing associate's current practice which indicates that steps have been taken to alleviate any concerns about their fitness to practise concerns since the incidents which led to the referral.

Where we have decided that a referral raises issues which are so serious that they call into question the fitness to practise of the nurse, midwife or nursing associate, the referral meets our formal requirements, and there is a real prospect of obtaining credible evidence, we will gather information to determine whether the nurse, midwife or nursing associate has taken appropriate steps to mitigate the risks presented by the case.

If the nurse, midwife or nursing associate has professionally reflected on the issues raised in the case, and there is evidence of relevant retraining or learning, we may decide that they no longer present any risk to patients or members of the public. In all cases, we will also need to assess whether the nature of the past events is so serious that the Fitness to Practise Committee may need to take action against the nurse, midwife or nursing associate's registration to promote and maintain public confidence in nurses, midwives and nursing associates generally, or to promote and maintain proper professional standards and conduct. If we consider that the steps the nurse, midwife or nursing associate has taken satisfy us that there is no longer any risk to public protection, and the past incidents were not so serious that a public hearing may be needed to consider the most restrictive sanctions for reasons of public confidence or proper professional standards and conduct, we will not need to refer the case for further investigation.