

Institute of Maxillofacial Prosthetists & Technologists



Fitness to Practise

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Fitness to Practise

The Institute of Maxillofacial Prosthetists and Technologists (IMPT) is responsible, as the professional body for Maxillofacial Prosthetists and Reconstructive Scientists in the UK, to protect the public by overseeing its members through its Fitness to Practise Processes.

'Fit to Practise' means that someone on the register of the IMPT at full membership level (MIMPT) has the skills, knowledge and character to practise their profession safely and effectively.

Fitness to practise is about serious public protection issues not about complaints between registrants, employers or service users. If someone's fitness to practise is impaired there must be serious concerns about their ability to practise safely and effectively.

This fitness to practise document is used in conjunction with the IMPT Scope of Practice Document and IMPT Standards. Depending on the outcome of any investigation; a registered Maxillofacial Prosthetist (MfP) may have conditions put on their membership of the IMPT; they may be suspended from the register or in the most serious of cases they may be removed entirely.

This process is independent of, but may run concurrently with any fitness to practise investigation held by a member's mandatory regulatory body, the General Dental Council (GDC) and/or the Health Care Professions Council (HCPC).

Introduction

A Full Member of the Institute of Maxillofacial Prosthetists and Technologists (MIMPT) will have undertaken a peer review assessment (IMPT Assessment Interview Board) of their competency to practise safely, prior to being accepted onto the register. The IMPT register is the only register of Maxillofacial Prosthetists and Reconstructive Scientists held in the UK.

When joining the register a member agrees to abide by the IMPT's Scope of Practice and Standards documents.

If it is thought that a member's actions could pose a risk to patient safety, the IMPT reserve the right to investigate any complaints and assess the individual's fitness to practise.



What we investigate

The IMPT normally considers serious concerns about:

Professional Conduct

This could include dishonesty, fraud, inappropriate or unprofessional behaviour, abuse or any activity that may endanger the safety of patients and/or the public.

Performance

A series of incidents or deliberate recklessness showing a serious lack of insight into a member's own poor performance could bring their registration into question. A poor standard of care that puts a patient at risk of harm should be investigated.

Personal Health

The IMPT does not need to know about a member's health even if the illness is serious. However if the illness is not being managed properly and is affecting their ability to undertake their role then this could call into question their fitness to practise.

What we cannot help with

- We cannot investigate any complaints made anonymously.
- We cannot investigate local issues between service users, employers and employees that are not of a serious nature as outlined above.
- We cannot give legal advice.
- We cannot consider compensation.

Making a complaint

An individual's fitness to practise may be investigated following a complaint, made by the patient, a family member or friend of the patient, a member of the public, a colleague or other health care provider.

Complaints must be made in writing to the IMPT Chairperson and include:

- The name, address and full contact details of the complainant
- The full name and work address of the MfP in question
- The date the incident occurred
- An explanation of what happened
- A brief synopsis of the evidence to support the complaint
- Any supporting information



Dealing with complaints

The complaint will be considered by the Chairman of the institute and a decision will be made whether to investigate the concern. At this point an investigating officer will be appointed, who will informally meet with the MfP concerned before reporting to the chairman. If the complaint is deemed valid the investigating officer will conduct a formal interview to prepare evidence that will be presented before the 'fitness to practise' committee at a disciplinary hearing.

The committee will consist of:

- The Chairman of the IMPT
- Two senior IMPT members (Fellow/Officer of Council)
- IMPT legal representative (at the discretion of the committee)

At this hearing evidence from witnesses of both parties may be heard. The MfP under investigation also has a right to be represented.

List of sanctions

Once the IMPT 'fitness to practise' committee has concluded its investigation there will be one of five outcomes:

- **Outcome 1.** No further action necessary
- **Outcome 2.** Verbal Warning (in force for 6 months) *Improvement in performance or conduct may be agreed.*
- **Outcome 3.** Written Warning (in force for 1 year) *Further training requirements may be established for a specified timescale. A copy of this warning may be sent to the employing authority if in the best interest of patient care.*
- **Outcome 4.** Final Warning (in force for 2 years) *Can be escalated from level two if no improvement is shown. A copy of this warning may be sent to the employing authority if in the best interest of patient care.*
- **Outcome 5.** Removal from register (for a specified time greater than 2 years or permanently) *If not permanent the individual concerned must re-apply for full membership once the specified time period has lapsed. Notice of removal from the register will be placed in the public domain.*

The outcome established at the conclusion of a disciplinary hearing will be published on the IMPT website.



Appeals procedure

Any appeal against the outcome of a disciplinary hearing must be lodged in writing within 30 days. The appeals panel consists of the IMPT Honorary Registrar and a Fellow of the IMPT. The investigating officer and MfP in question (or their representative) will both present their case.

The decision of the appeals panel will be final.

Reference Documents

Professional Assessment/Registration/Standards

IMPT Scope of Practice (2017)

IMPT Standards (2017)

IMPT Disciplinary Procedure (2004)

Authors

IMPT Council Document Review Group (2016); James Dimond, Adrian Kearns and Jason Watson

