

Introduction to the General Medical Council

NHS Lothian– February 2026

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hello my name is...


Kirsten Baird
GMC Scotland Liaison Adviser

I firmly believe it is not just about common courtesy, but it runs much deeper. Introductions are about making a human connection between one human being who is suffering and vulnerable, and another human being who wishes to help. They begin therapeutic relationships and can instantly build trust in difficult circumstances.

Dr Kate Granger

Today's Session



Regulation in the UK

About the GMC

GMC guidance

How we deal with complaints & concerns

UK Regulation

What it means to join a regulated profession

‘Regulated profession’

A term which is defined in the [Professional Qualifications Act](#). It means a profession which is regulated by law in the UK or a part of the UK.

‘Regulator’

Also a defined term in the Professional Qualifications Act. It means a person with functions under legislation relating to the regulation of a regulated profession.

What it means to join a regulated profession

Regulators carry out a range of functions in relation to the professions they regulate, including making sure individuals have the necessary qualifications and/or experience to practise the profession and taking any necessary enforcement action.

Just some of the other regulated professions in the UK

Teachers

Lawyers

Train
drivers

Pilots

Dentists

Opticians

Physios

Nightclub
security

Nurses

Is the GMC regulated?



Our performance reviews

The performance review is our check on how well the regulators have been protecting the public and promoting confidence in health and care professionals and themselves. We publish a report about each regulator every year. Our performance review is important because:

- It tells everyone how well the regulators are doing
- It helps the regulators improve, as we identify strengths and things to improve and recommend changes.

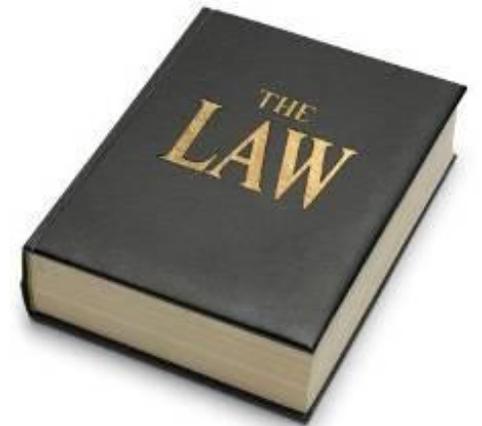
About the GMC

What we do

We work with doctors, physician associates (PAs), anaesthesia associates (AAs), those they care for and other stakeholders to support good, safe patient care across the UK.

Medical Act 1983

Anaesthesia Associates and Physician Associates Order (AAPAO)



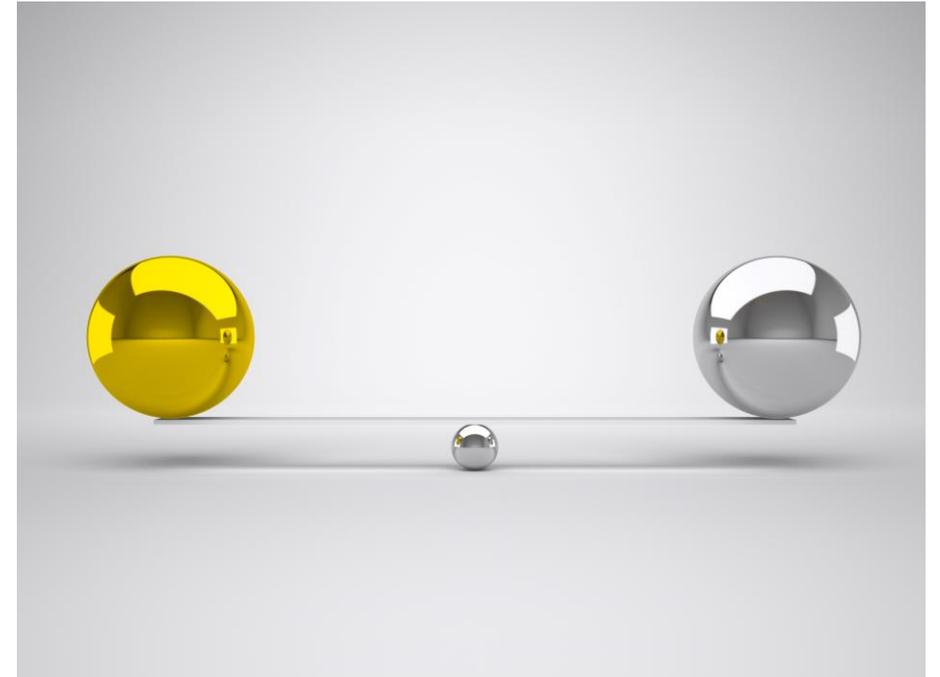
Balancing how we regulate

Legal obligation to act in a way that:

- Protects, promotes and maintains the health, safety and wellbeing of the public
- Promotes and maintains public confidence in the profession
- Promotes and maintains proper professional standards and conduct for members of the profession.

Moral obligation to:

- Regulate compassionately
- Support registrants
- Support a learning rather than punitive culture



Governing Body - GMC Council

Purpose: sets strategy and goals to ensure we're doing all we can to support good, safe patient care across the UK.

Membership: 6 registrant members & 6 lay members

Chair of Council: Professor Dame Carrie MacEwen

Role of the Chair:

- provide leadership to the Council
- preside over Council meetings
- make sure we are efficient and effective
- engage with ministers, medical profession leaders and patient groups
- act as our ambassador.



Chief Executive and Senior Management team

Chief Executive and Registrar
Charlie Massey



Director of Strategy and Policy
Shaun Gallagher

Director of Registration & Revalidation
Una Lane

Medical Director and Director of Education and Standards
Professor Pushpinder Mangat

General Counsel and Director of Fitness to Practise
Anthony Omo

Director of Strategic Communications and Engagement
Paul Reynolds

Director of Resources
Neil Roberts

GMC Outreach

Liaison Advisers

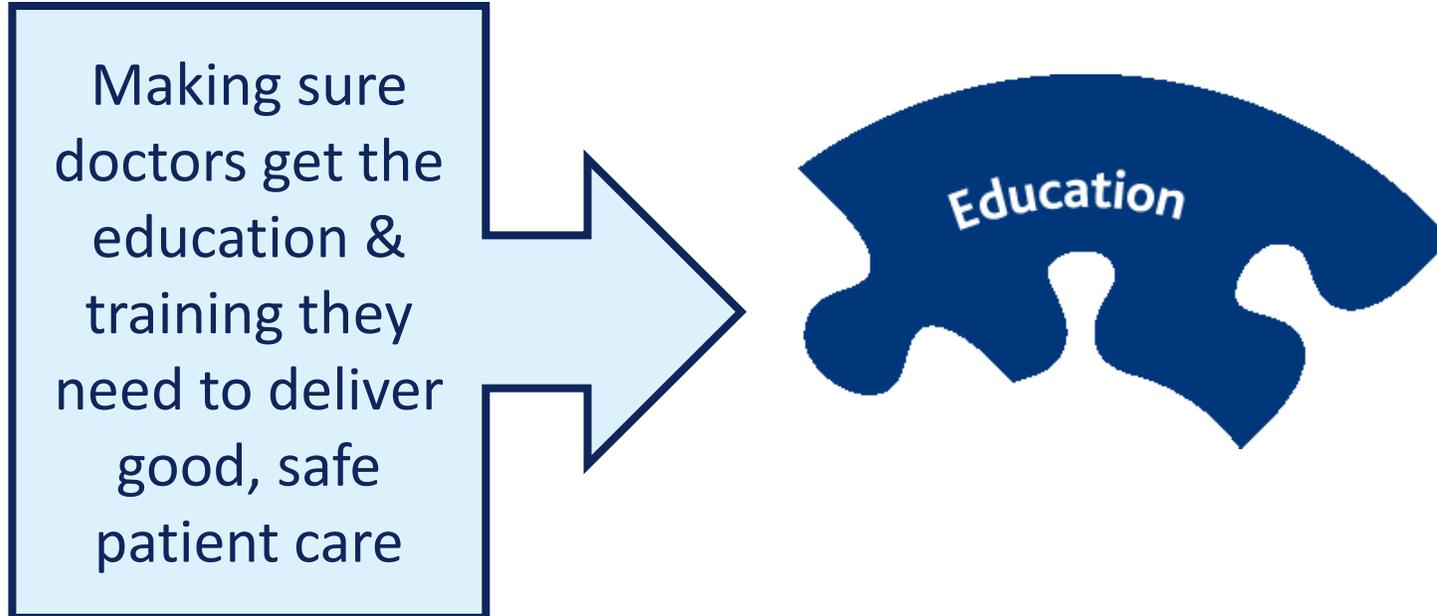
- Improve understanding
- Promote and support good practice
- Deliver teaching and engagement workshops in person and online
- Work with DME's to plan programmes of sessions
- Build relationship with doctors
- Gather and share insight



Employer Liaison Advisers

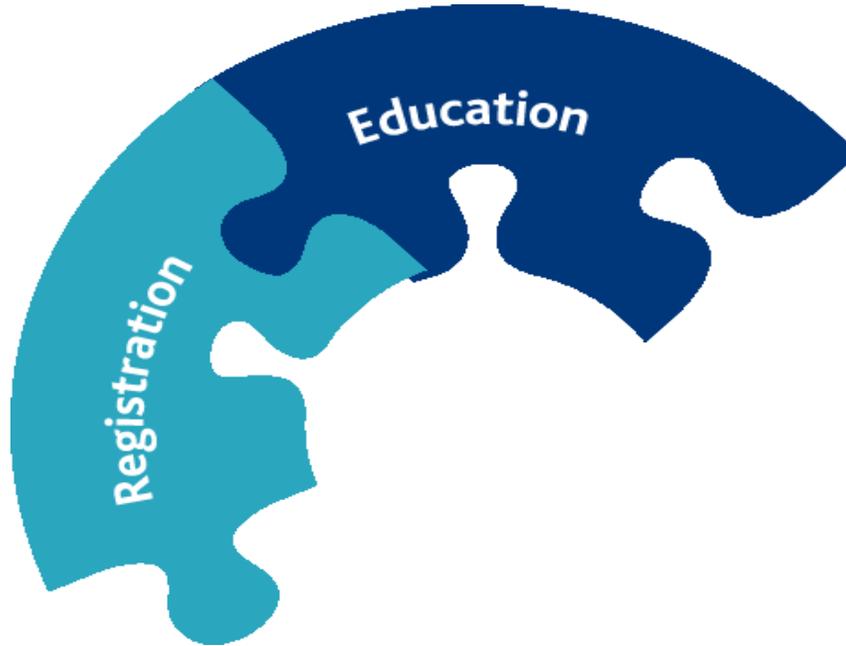
- Regularly meet with ROs and their teams
- Advise on Fitness to Practise referral thresholds
- Promote safe systems and fair, local resolution of concerns
- Support and advise ROs with delivery of Revalidation
- Understand local systems and bringing insight back to the GMC

General Medical Council

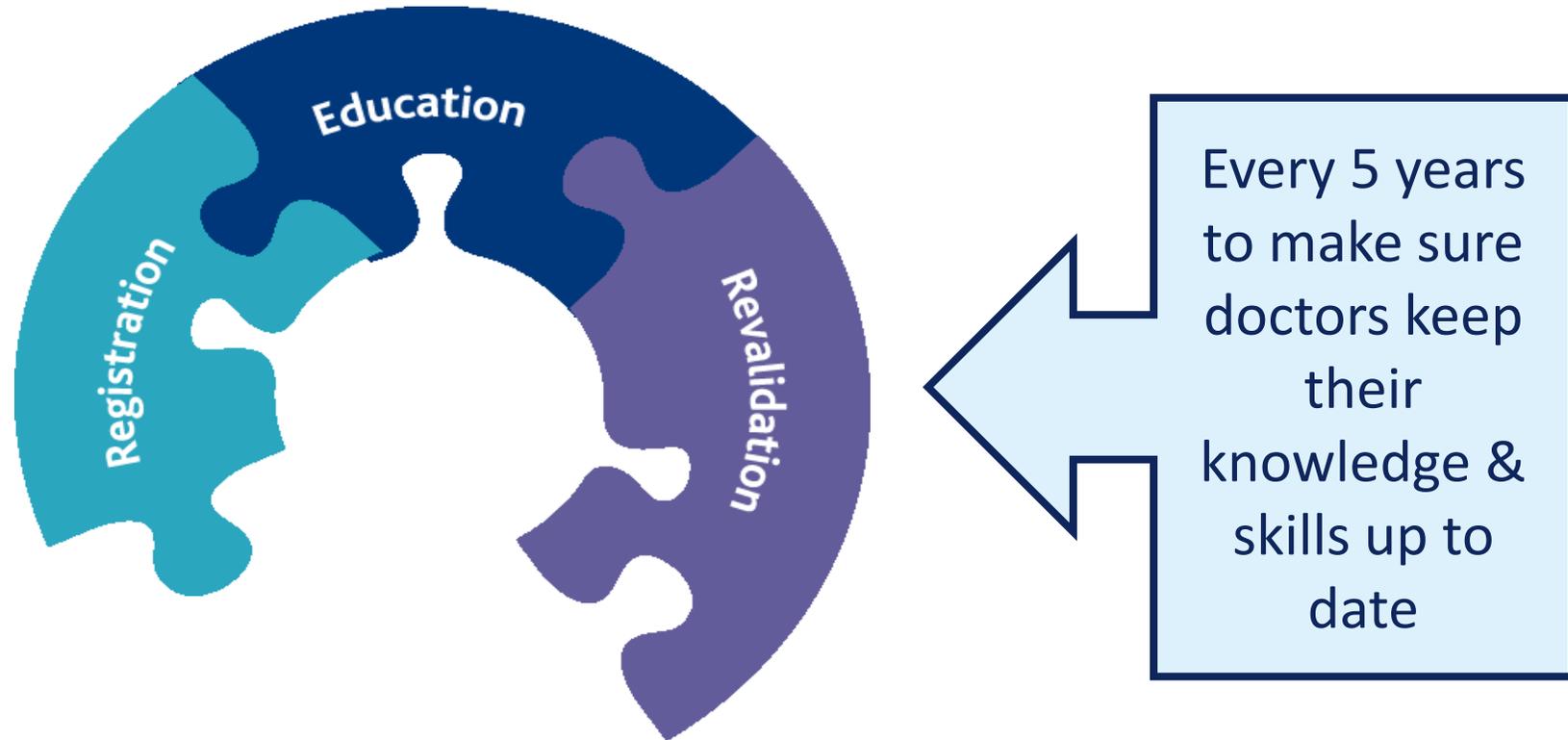


General Medical Council

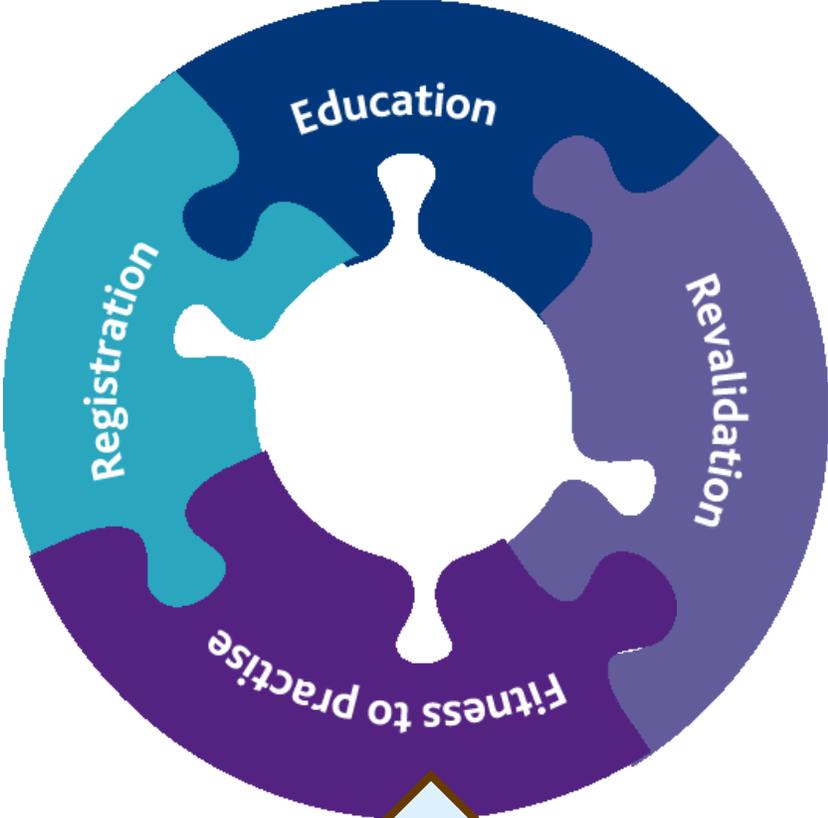
Maintaining a register of doctors who have the correct qualification & are fit to practise.



General Medical Council

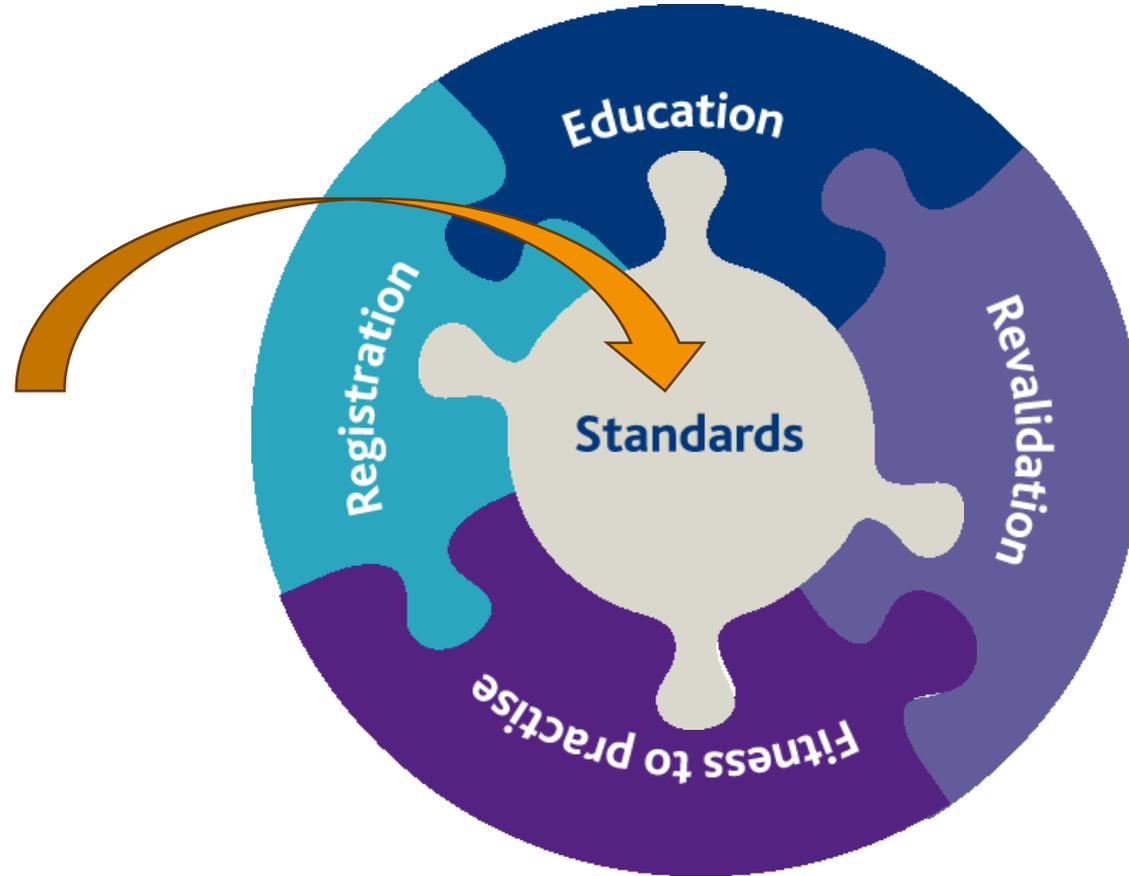


General Medical Council



Investigating concerns about patient safety and/or public confidence in the profession

General Medical Council



Our standards & guidance



Good medical practice



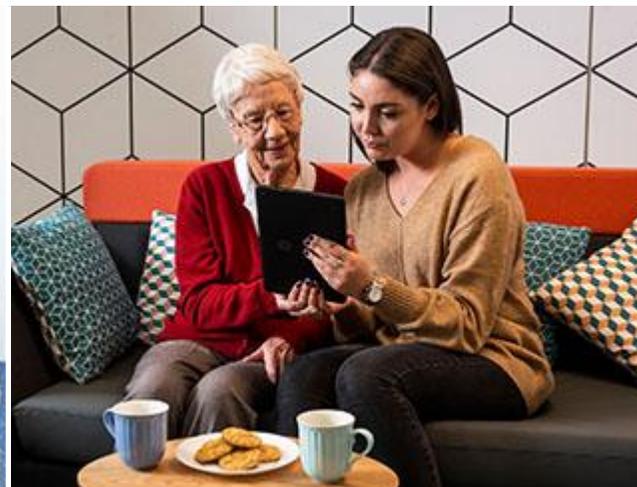
Protecting children and young people



Confidentiality



0-18



Decision making and consent



Leadership and management



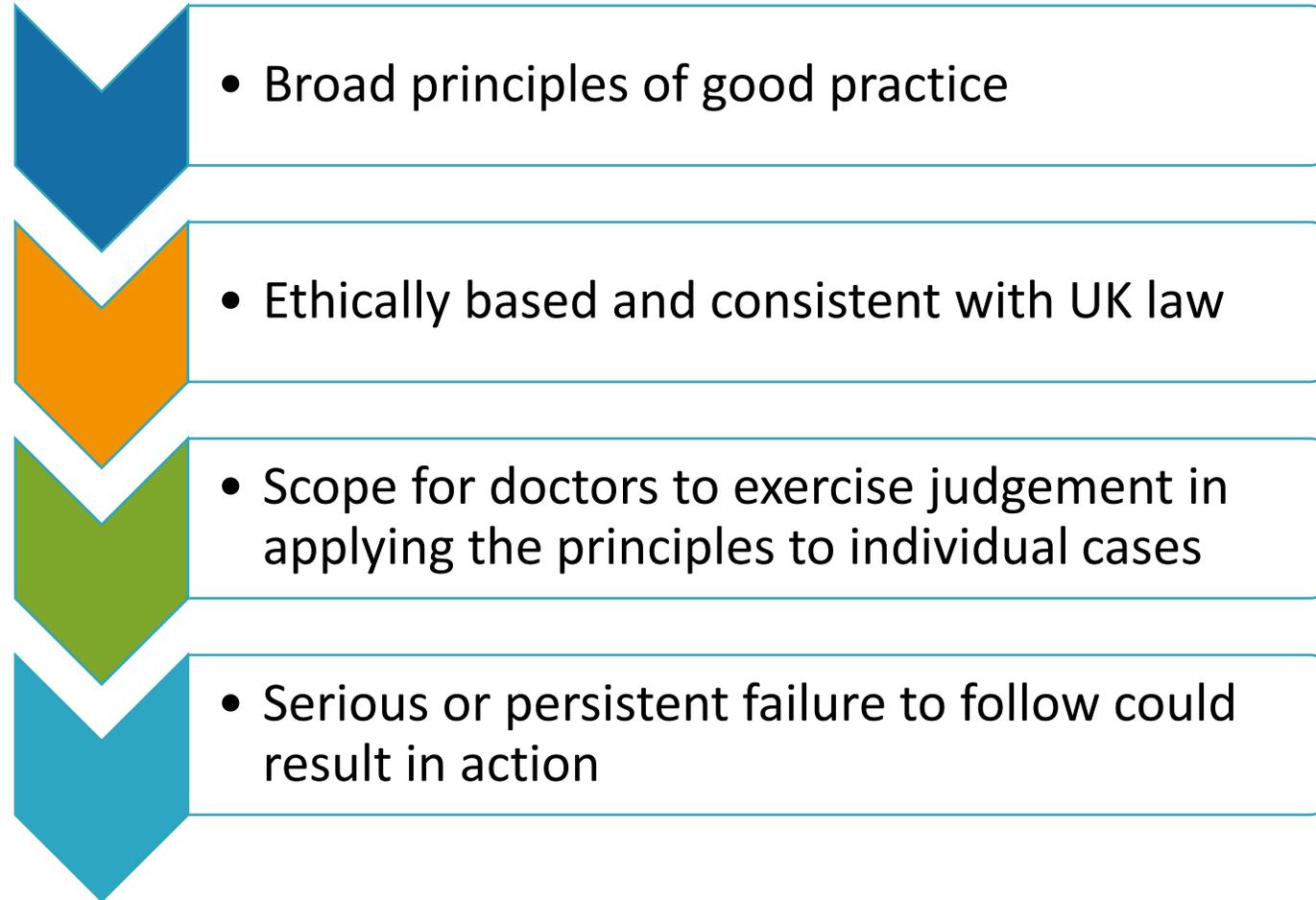
Raising and acting on concerns



More detailed guidance

- Acting as a witness in legal proceedings
- Ending your professional relationship with a patient
- Delegation and referral
- Financial and commercial arrangements and conflicts of interest
- Doctors' use of social media
- Maintaining a professional relationship between you and your patient
- Protecting criminal and regulatory proceedings in the UK
- Sexual behaviour and your duty to report colleagues
- Intimate examinations and chaperones

Why use GMC guidance?



Good medical practice is at the heart of UK healthcare.

It sets out expected principles, values, and standards of professional behaviour.

It's an ethical framework, which supports medical professionals to deliver safe care to a good standard, in the interests of patients.



General
Medical
Council

Welcome to UK practice

Essential ethical guidance workshops
for doctors new to the UK



Free workshop

Supports doctors new
to the UK

- Practical advice
- Ethical scenarios
- GMC key standards and guidance

Thriving in UK Practice

Coming soon!



How we deal with complaints & concerns

The GMC and the MPTS



Fitness to Practise

- ❑ A departure from GMP does **not** automatically mean a referral into the GMC FTP process.
- ❑ **Local resolution** of issues is encouraged wherever possible
- ❑ If a concern is raised with the GMC, we will assess the current and ongoing risk to public protection.
- ❑ We fully consider the individual circumstances of each case:
 - Seriousness
 - Context
 - Response

Disproportionate referrals to GMC

- Doctors from a minority ethnic background are twice as likely to be referred to us than their white counterparts
- IMG doctors are three times more likely than doctors who qualified in the UK.



Independent research project

Examined why some groups of doctors are referred to the GMC for fitness to practise concerns more, or less, than others by their employers and what can be done about it.

Identified key 6 factors & made recommendations in 4 key areas.

FAIR TO REFER?



Reducing disproportionality in fitness to practise concerns reported to the GMC

This independent research conducted by Dr. Doyin Atewologun & Roger Kline, with Margaret Ochieng, was commissioned by the General Medical Council to understand why some groups of doctors are referred to the GMC for fitness to practise concerns more, or less, than others by their employers or contractors and what can be done about it.

Fairer employer referrals

- Fairness conversations with ROs
- RO referral form changes
- Feedback mechanism for ROs
- Anti-bias training for GMC decision makers



**Equality, diversity
and inclusion**

Targets, progress and priorities for 2024

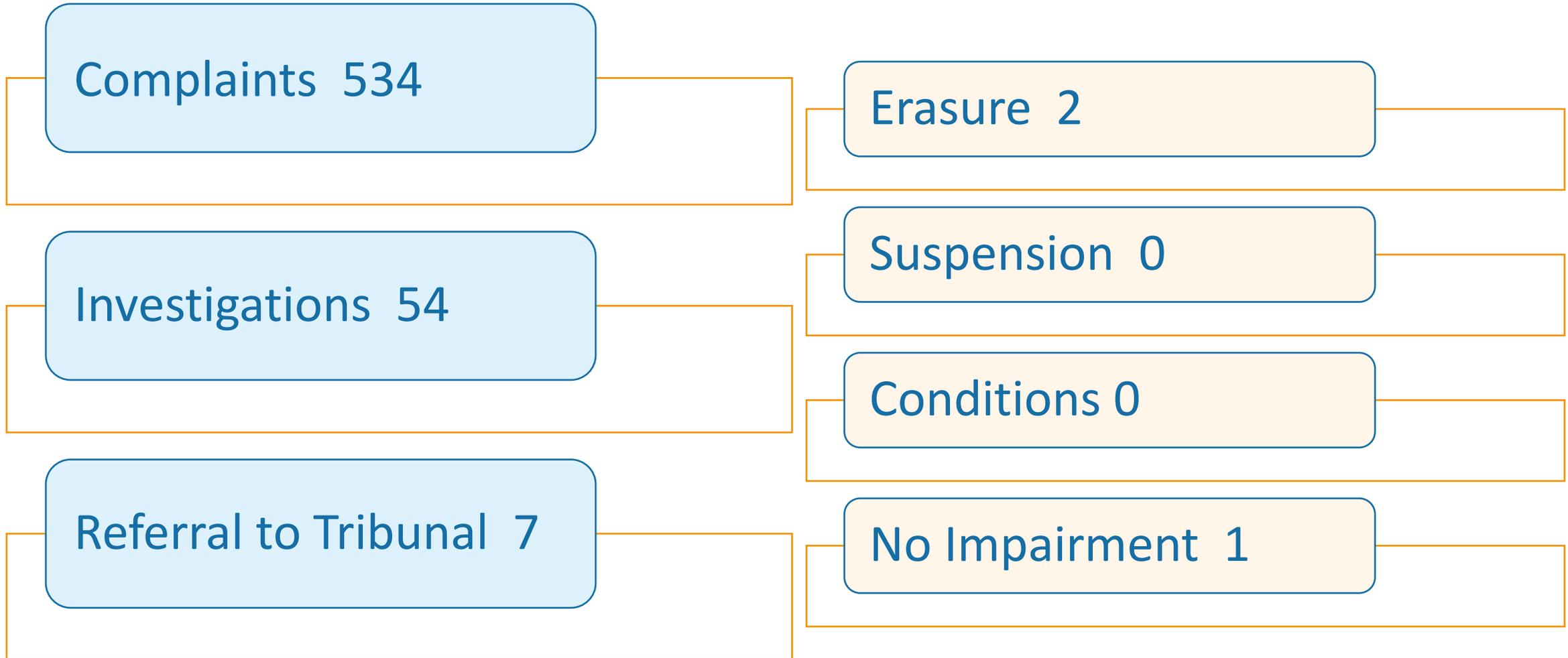
<https://www.gmc-uk.org/about/how-we-work/equality-diversity-and-inclusion>

Reviewing & improving fairness - GMC

- Independent reviews of guidance and processes
- Regular internal audits
- Implementation of learning points from other reviews and FtP cases
- New decision-making principles across all our functions
- Tailoring ED&I training to roles
- More data in our annual fitness to practise report
- Implementing the recommendations of recent reviews



Perception v Reality – FtP in Scotland 2024



*NB Some cases take longer than one calendar year hence more decision than referrals

Types of cases most likely to be referred to MPTS

Sexual assault or indecency

Violence

Improper sexual or emotional relationship with a patient

Dishonesty / probity issues

Knowingly practising without a licence

Resources

Professional standards in action

Scenario themes

Good medical practice (8) >

Prescribing (1) >

Confidentiality (3) >

Concerns about patient safety (1) >

Decision making and consent (3) >

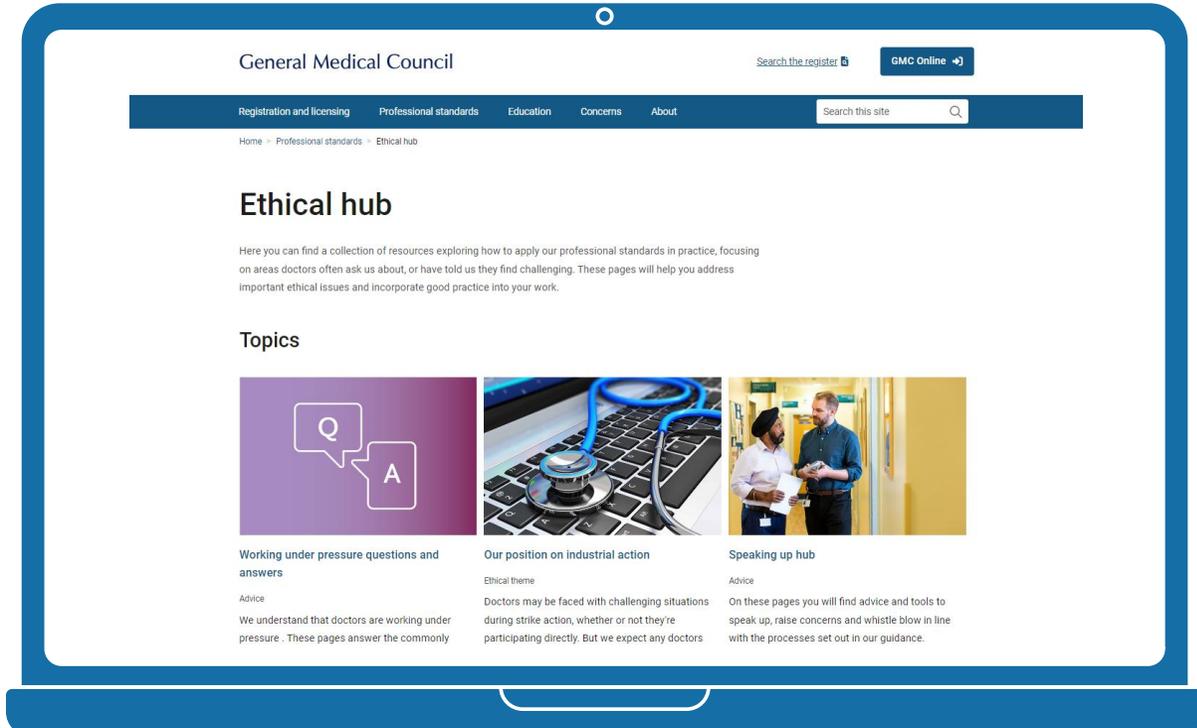
Professional standards in action

Test your knowledge of our professional standards and see what you would do in front-line scenarios doctors face in UK practice.



Ethical hub

A collection of resources exploring how to apply our guidance in practice, focusing on areas doctors often ask us about, or have told us they find challenging.



The screenshot shows the General Medical Council (GMC) website's 'Ethical hub' page. The page has a blue header with the GMC logo and navigation links: 'Registration and licensing', 'Professional standards', 'Education', 'Concerns', and 'About'. A search bar is located in the top right corner. Below the header, the page title 'Ethical hub' is displayed, followed by a brief introduction: 'Here you can find a collection of resources exploring how to apply our professional standards in practice, focusing on areas doctors often ask us about, or have told us they find challenging. These pages will help you address important ethical issues and incorporate good practice into your work.' The 'Topics' section features three cards: 1. 'Working under pressure questions and answers' with a purple background and 'Q'/'A' icons, categorized as 'Advice'. 2. 'Our position on industrial action' with a stethoscope on a laptop keyboard, categorized as 'Ethical theme'. 3. 'Speaking up hub' with a photo of two doctors, categorized as 'Advice'.

General Medical Council

Search the register [GMC Online](#)

Registration and licensing Professional standards Education Concerns About Search this site

Home » Professional standards » Ethical hub

Ethical hub

Here you can find a collection of resources exploring how to apply our professional standards in practice, focusing on areas doctors often ask us about, or have told us they find challenging. These pages will help you address important ethical issues and incorporate good practice into your work.

Topics



Working under pressure questions and answers

Advice

We understand that doctors are working under pressure. These pages answer the commonly



Our position on industrial action

Ethical theme

Doctors may be faced with challenging situations during strike action, whether or not they're participating directly. But we expect any doctors



Speaking up hub

Advice

On these pages you will find advice and tools to speak up, raise concerns and whistle blow in line with the processes set out in our guidance.

Contact centre and confidential helpline

GMC Contact Centre
0161 923 6602

GMC Confidential Helpline
0161 923 6399



Any questions

