

Fitness to Practise Panel

Terms of Reference

Purpose: To ensure that applicants meet the defined Nursing Midwifery Council (NMC) requirements for entry to and continued maintenance on any approved programme leading to registration by considering any health or character issues and whether the person has the capability for safe and effective practice without supervision thus ensuring public protection is maintained.

Remit

1. To ensure that students self-declare their 'fitness to practise' on application, at the end of each academic stage, for entry to the register, on re-registration and when returning to the register.
2. To ensure that students, on application for first entry to a part of the register, or when returning to the register, provide a supporting declaration from Edinburgh Napier University.
3. To ensure that staff from both academic and practice learning are aware of their responsibilities and the implications of the Disability Discrimination and Data Protection Acts.
4. To ensure that the NMC registration process operated by the University is fair and does not discriminate against disabled people, while at the same time safeguards the health and wellbeing of persons using or needing the services of nurses, midwives or specialist community public health nurses.
5. To consider a person's character to ensure that it is sufficiently good for them to be capable of safe and effective practice without supervision. For this purpose, good character is based on a person's conduct, behaviour and attitude, as well as any conviction and cautions that are not considered compatible with professional registration and that might bring the profession into disrepute.
6. To consider all applicants as individuals and assess each of them to decide what the effect a conviction or caution might have on the person's ability to meet the NMC requirements for entry to a programme leading to registration. If an applicant has a conviction or caution, the relevance, seriousness and circumstances in which the offence was committed must be taken into account.
7. To consider a person's health at pre-admission and while the student is on the

Quorum

* At least one member of each group must be in attendance

** It is mandatory for the Lead Midwife for Education to be in attendance if midwifery students' good health are being considered.

*** The employer representatives should be from the same field of practice in nursing or midwifery as the student(s) being considered. For midwifery, this person must be a Supervisor of Midwives.

Frequency of Meetings

Four per annum (to link to UCAS application process) and as required to hear individual cases relating to good health.

Reporting Line

School Learning, Teaching & Assessment Committee; School of Health & Social Care.

Current Sub-committees

Admissions sub group

Membership

Convenor

SHSC Dean of School or nominee

*Members**

A registrant from each field of practice (or nominated deputy)

Lead Midwife for Education**

Four employer representatives (who must be from each field of practice) and one Supervisor of midwives***

SHSC Lead with responsibility for Admissions

Representative from Academic Conduct Officers within SHSC

Members term of office 3-5 years

In attendance

Clerk to the Committee

| | |
|---|---|
| <p>programme, to ensure that they are capable of safe and effective practice without supervision.</p> <p>8. Where a student declares a disability or health condition at pre-admission and/or while the student is on the programme, to consider their case on an individual basis to determine whether their fitness to practise is impaired. Where appropriate, consider any reasonable adjustments that may be required to be implemented to enable a nurse, midwife or specialist community public health nurse to be capable of safe and effective practice without supervision.</p> <p>9. To ensure that all staff (including mentors, practice teachers and teachers) involved in selection, recruitment or making a decision related to the good health of a student, have attended disability equality training.</p> <p>10. To approve and evaluate an admissions policy which demonstrates that applicants are adequately screened for their fitness to practice.</p> <p>11. To approve and evaluate a policy which ensures that all students returning to the programme will be screened for their fitness to practice</p> <p>12. To provide advice and guidance on fitness to practice issues generally</p> | <p>Additional participants may be invited to attend meetings to provide input to specific business as determined by the Convenor.</p> |
|---|---|

Notes

Approved by Academic Board 12 June 2015

Amended 11 November 2016

Amended July 2019 – paragraph ‘Additional participants may... ..as determined by the Convenor’ added.