

Referring sick doctors to the GMC – guidance for employing and contracting organisations

Doctors who are ill

The GMC's Fitness to Practise procedures for dealing with doctors whose fitness to practise may be impaired by ill health are well established and effective. However, it is important to bear in mind that most doctors with health problems do not require intervention by the GMC as they are complying with advice and treatment given locally.

Referral to the GMC is likely to be appropriate where the doctor's illness is impacting (or may impact) on his or her performance and, in addition, one or more of the following factors applies:

- a. The doctor's ill health is posing, or may pose, a risk to patients;
- b. The doctor refuses, or has failed, to follow advice and guidance from his or her own doctor, occupational health adviser or employer.
- c. The doctor's conduct has led to the involvement of the police and/or the courts or raised other concerns.

It is often most appropriate to discuss a potential referral with us before deciding who is best placed to manage the issues. Ring our helpline 0845 357 0022 and ask to speak to an Investigation Manager. Alternatively the NCAS may also be able to offer advice on managing problems involving ill health locally.