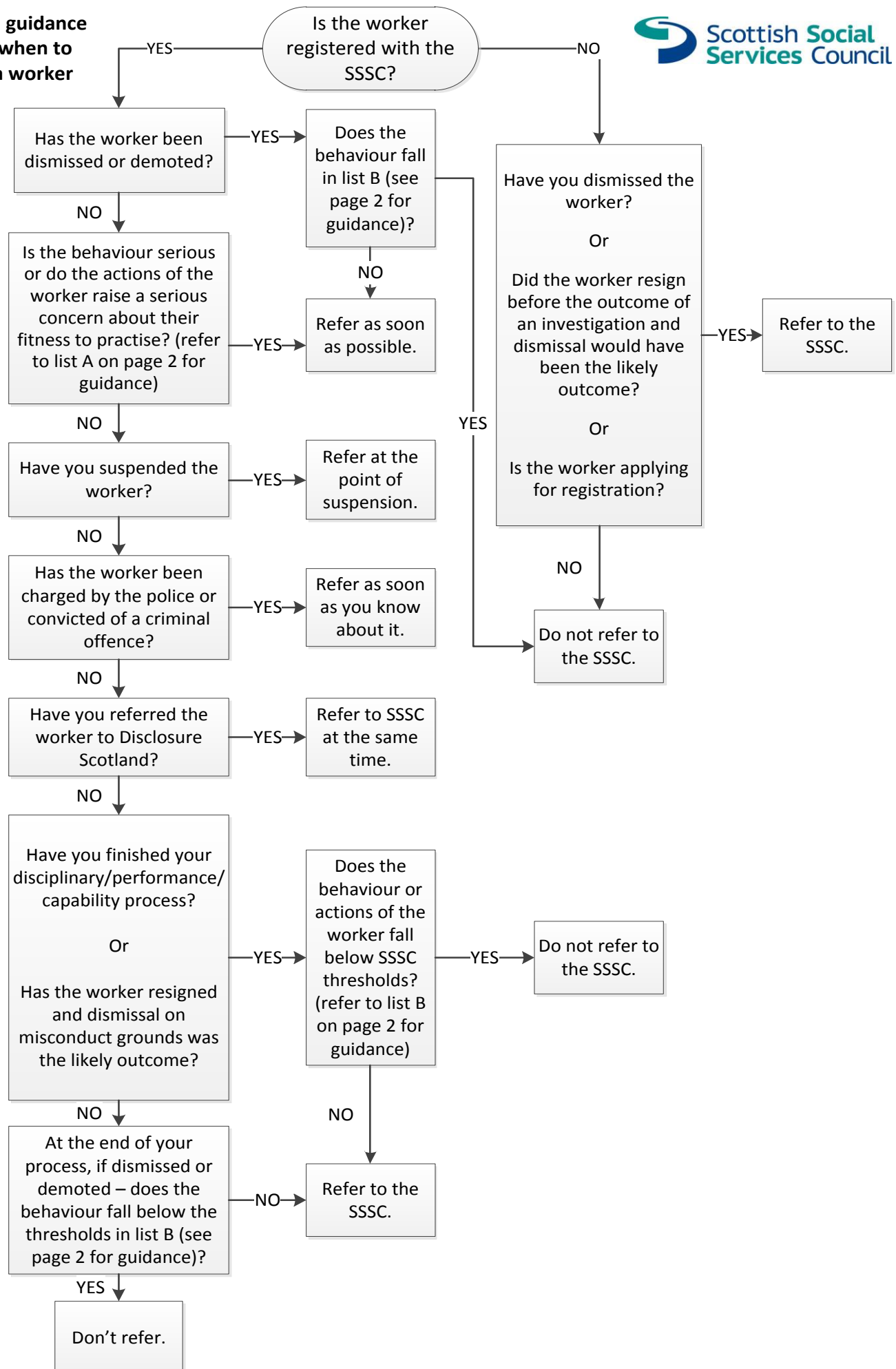


**General guidance
about when to
refer a worker**



Lists A and B

List A	List B
Behaviours that are likely to call into question a worker’s fitness to practise and you should refer to us regardless of the outcome of any disciplinary/performance/criminal process.	Behaviours which are unlikely to call into question a worker’s fitness to practise and should not be referred to us.
<ul style="list-style-type: none">• Dishonesty, fraud, abuse of trust.• Exploitation of a vulnerable person.• Failure to respect the rights and choices of people who use services.• Health which is not being managed and affects the safety of people who use services.• Hiding mistakes/blocking investigation.• Improper relationship with a person who uses services.• Reckless or deliberately harmful acts.• Serious or persistent failure to meet standards.• Sexual misconduct or indecency (including child pornography).• Substance abuse or misuse.• Violence or displayed threatening behaviour.• Other serious activities which affect public confidence.	<ul style="list-style-type: none">• Lateness, poor timekeeping or abandoning post unless it has a direct impact on people who use services.• Personality conflicts provided there is no evidence of bullying or harassment.• Sickness or other absence provided there is no impairment of fitness to practise and the registrant is managing their health.• Misuse of social media where it does not relate to the worker’s practice or display discriminatory views or raise any other serious concern.• Smoking tobacco contrary to an employer’s policy.• Misuse of work property for personal use.• Minor student plagiarism.• Removal from course for academic reasons.• Fixed penalty notices unless people who use services are involved.• Medication failings which are minor and/or administrative.