

Threshold Criteria – amended 01 October 2016

Cases are not to be referred to the Scrutiny Committee unless at least one of the following statements is true:

1. Always put the patient first

- a) There is evidence that the registered person failed to respect the human rights of patients, or demonstrated in their behaviour attitudes which are incompatible with registration as a pharmacy professional.
- b) There is evidence that the registered person put their own interests, or those of a third party, before those of their patients.
- c) There is evidence that the registered person culpably failed to act when necessary in order to protect the safety of patients.
- d) There is evidence that the registered person failed to respect the confidentiality of information or misused confidential information acquired in the course of professional practice to an extent likely to undermine public confidence in the profession if not challenged by the regulatory body.

2. Provide a safe and quality service

- a) There is evidence that the registered person's conduct or performance caused moderate or severe harm or death, which could and should have been avoided.
- b) There is evidence that the registered person deliberately attempted to cause harm to patients and the public or others.
- c) There is evidence that the registered person was reckless with the safety and wellbeing of others.
- d) There is evidence that the registered person has practised in a way that was systematically unsafe, or, has allowed or encouraged others to do so, where he or she has responsibilities for ensuring a safe system of working.
- e) There is evidence of a course of conduct which is likely to put patient safety at risk or undermine public confidence in the profession generally, if not challenged by the regulatory body.
- f) There is evidence of adverse physical or mental health which impairs the registered person's ability to practice safely or effectively.

3. Act with professionalism and integrity at all times

- a) There is evidence that the registered person behaved dishonestly.
- b) There is evidence of behaviour on the part of the registered person which is likely to undermine public confidence in the profession generally, if not challenged by the regulatory body.
- c) There is evidence that the registered person failed to demonstrate high standards of personal and/or professional conduct.
- d) There is evidence that the registered person failed to maintain appropriate professional boundaries in their relationship with patients and/or others.

4. Communicate effectively and work properly with colleagues

- a) There is evidence that the registered person damaged or put at significant risk the best interests of patients by failing to communicate appropriately with patients or others.

5. Maintain and develop knowledge, skills and competence

- a) There is evidence that the registered person practised outside their current area of competence.
- b) There is evidence that the registered person failed to maintain their knowledge and skills in a field relevant to their practice.

If the Registrar is in doubt as to whether the above criteria have been met, he shall refer the case to the Scrutiny Committee.