

UKREMT

UK Register of Emergency Medical Teams

UKREMT Fitness to Practice Procedure

2026 procedure for concerns, investigation, decision-making, review and public protection

Managed Voluntary Register

Hosted and supported by GWAS Ambulance Charity CIO

Registration and public register checking remain free

ukremt.co.uk | check-ukremt.gwasambulance.charity | gwasambulance.charity/ukremt

1. Purpose and principles

This procedure explains how UKREMT receives and considers concerns about a registrant's conduct, competence, honesty, health, judgement, professional behaviour or suitability for continued registration. Its purpose is public protection and confidence in the register, not punishment.

- Act fairly, independently and proportionately.
- Put patient and public protection first.
- Avoid conflicts of interest and use decision-makers with appropriate competence.
- Give the registrant a fair opportunity to understand and respond to material allegations.
- Use information lawfully and restrict sensitive case material to those who need it.
- Make reasoned decisions and keep an auditable record.
- Consider equality, accessibility and reasonable adjustments throughout.

2. What may give rise to a concern

- Serious or repeated unsafe clinical practice or working outside competence.
- Dishonesty, fraud, falsified documents or misleading claims about qualifications, experience or registration.
- Serious or persistent failures in clinical record keeping where safety or trust is affected.
- Safeguarding concerns, abuse of professional boundaries, discrimination, harassment or exploitation.
- Relevant criminal matters or serious conduct outside work where public protection or confidence may be affected.
- Misuse of UKREMT title, PIN, card or registration status.
- Failure to cooperate with reasonable registration, audit or Fitness to Practice enquiries.
- Material action by an employer, statutory regulator, another register or relevant authority.

3. Raising a concern

A concern may be raised by a patient, member of the public, employer, commissioner, colleague, education provider, statutory body or another person with relevant information. UKREMT may also open a matter on information received through its own registration or audit activity. Anonymous concerns may be considered, but anonymity can limit investigation and fairness.

4. Immediate risk and interim action

UKREMT is not an emergency service. Immediate safeguarding, criminal or patient-safety risks should also be referred without delay to the appropriate employer, safeguarding service, statutory regulator, police or emergency service. UKREMT may take proportionate interim register action where credible information indicates a serious current risk, pending fuller consideration.

5. Stage 1 - Initial review and triage

- Confirm whether the person is or was a UKREMT registrant and whether the matter falls within UKREMT's remit.
- Identify immediate public-protection or safeguarding action.
- Check for conflicts of interest and allocate an appropriate case handler or decision-maker.
- Decide whether the concern can be closed, redirected, resolved by advice, or requires information gathering.
- Notify the registrant where appropriate, subject to safeguarding, legal or investigative reasons for limited delay.

6. Stage 2 - Information gathering

UKREMT may seek proportionate evidence such as clinical records, statements, employer information, training or competence evidence, registration information, correspondence or relevant decisions of another body. Only information necessary to determine the concern should be gathered.

7. Stage 3 - Registrant response

The registrant should normally receive the substance of the concern and material evidence and be given a reasonable opportunity to respond. The response may include explanation, evidence, reflection, remediation, health information where relevant, references or other material.

8. Stage 4 - Decision or panel consideration

Straightforward matters may be decided on the papers where fair and proportionate. Serious, disputed or complex matters may be referred to a panel. Decision-makers should consider the facts, reliability of evidence, risk, insight, remediation, repetition, seriousness, public confidence and relevant aggravating or mitigating factors.

9. Standard of proof

Unless a specific UKREMT rule requires otherwise, factual findings in Fitness to Practice proceedings should be made on the civil standard - whether it is more likely than not that the alleged fact occurred.

10. Outcomes

- No further action.
- Advice, learning or a non-disciplinary recommendation.
- Formal warning.
- Conditions or restrictions on UKREMT registration, where workable and proportionate.
- Suspension from the UKREMT register for a defined period or pending review.
- Removal from the UKREMT register.
- Referral or information sharing with an employer, statutory regulator, safeguarding body, police or other authority where lawful, necessary and proportionate.

11. Decision notice and publication

The registrant should receive a written outcome with reasons and information about any review or appeal route. UKREMT may publish proportionate registration status information or redacted/anonymised outcomes where justified for public protection, transparency and confidence, subject to data-protection and fairness requirements.

12. Review and appeal

Warnings, conditions, suspension or removal should have an identified review or appeal route under current UKREMT rules. A reviewer should not have had a material role in the original decision where avoidable.

13. Cooperation and parallel proceedings

Registrants must cooperate honestly with reasonable UKREMT enquiries. UKREMT may pause, sequence or coordinate its process where police, safeguarding, employer, statutory-regulator or court proceedings are ongoing.

14. Health concerns

Health information should be handled sensitively. A health condition alone is not misconduct. The relevant question is whether health affects safe practice or compliance with registration requirements and whether reasonable, proportionate measures can manage any risk.

15. Records, confidentiality and retention

Fitness to Practice case files must be accurate, secure and access-controlled. Information should be shared only where lawful, necessary and proportionate. Retention should follow the current UKREMT privacy and records schedule.

16. Service standards

UKREMT should acknowledge concerns promptly, communicate material delays, keep parties appropriately informed and progress cases without avoidable delay. Complexity, safeguarding, parallel investigations and evidence availability may affect timescales; fairness and public protection take priority over arbitrary deadlines.

17. Relationship with The UKREMT Code

The UKREMT Code describes the standards expected of registrants. A departure from the Code does not automatically require formal Fitness to Practice action. UKREMT should consider seriousness, risk, context, pattern, insight and remediation before deciding the appropriate response.

About UKREMT and independence

UKREMT - the UK Register of Emergency Medical Teams - is a managed voluntary register hosted and supported by GWAS Ambulance Charity CIO. Registration and public register checking are free. Charity or commercial support must never determine whether a person is registered, investigated, sanctioned or removed.

References and standards

- Professional Standards Authority - Standards for Regulators and Accredited Registers 2026, effective 1 July 2026.
- HCPC Standards of conduct, performance and ethics, including cooperation, honesty, confidentiality and public protection.
- The UKREMT Code 2026.
- UKREMT Privacy Notice, Terms and Conditions, Appeals/Review Guidance and current website Fitness to Practise information.
- Applicable safeguarding, data protection, equality and human-rights law.

