

Indicative Sanctions Guidance – Registrants

In deciding the sanctions, all parties must ensure that any sanction imposed is proportionate and reasonable having balanced the interest of the Registrant and the public interest. The sanction imposed should always be the least severe sanction which deals adequately with the identified issues whilst protecting the public interest. If a lack of evidence prevents full review and appropriate action, any panel can request the Ethics Officer to gather more evidence before making a decision.

What	Why	Who by
Interim Suspension during investigation	Serious breach of Code of Ethics Clear issue of public safety or misconduct Ongoing Criminal investigation	Ethics Officer
Verbal or written apology/Mediation	Where the issue is not one of public safety or fitness to practise and all parties agree to the outcome Misconduct or level of performance is not serious, no risk to public safety and fitness to practise is not impaired No serious breach of the Code of Ethics	Assessment Panel
Advisory letter	Where the issue is not one of public safety or fitness to practise Misconduct or level of performance is not serious, no risk to public safety and fitness to practise is not impaired No serious breach of the Code of Ethics	Assessment Panel
Outcome of consensual disposal sanctions	Application accepted from the registrant to have the case disposed of by consensual agreement. The registrant accepts responsibility for what went wrong and agrees to an appropriate and proportionate sanction	Assessment Panel
Voluntary removal	Where the issue is of Fitness to Practise/public safety and the registrant has acknowledged the complaint and has asked to be removed from the register.	Assessment Panel
Public Safety/Criminality Removal	Where criminal conviction relates directly to public safety risk and has resulted in a custodial sentence, chair can be asked to consider evidence for immediate removal from register.	Assessment Panel/Independent Complaints Panel/Appeals Panel
Conditions around registration: Requirement to write a report and/or give an oral statement of learning	Where the therapist has shown a lack of subject understanding Inadequate understanding of the client/therapist relationship No continuing risk to clients or the public but public acknowledgement that conduct was unacceptable Likelihood of repetition of the conduct is felt to be very low	Assessment Panel/Independent Complaints Panel/Appeals Panel

<p>Conditions around registration: Undergo further training in a specified area</p>	<p>Where the registrant has not met minimum requirements for CPD Where the therapist has shown a lack of subject understanding Where there is evidence of poor performance or shortcomings in the registrants practise</p>	<p>Assessment Panel/Independent Complaints Panel/Appeals Panel</p>
<p>Conditions around registration: A requirement for further supervision for a specific time period</p>	<p>Where the registrant has not met minimum requirements for supervision Inadequate understanding of the client/therapist relationship Where conduct or behaviour fell below acceptable standards Where fitness to practise is not impaired, and there is no ongoing risk to public safety, but the registrant has not shown insight into learnings</p>	<p>Assessment Panel/Independent Complaints Panel/Appeals Panel</p>
<p>Conditions around registration: A requirement for self-therapy for a specific period of time</p>	<p>Inadequate understanding of the client/therapist relationship Where conduct or behaviour fell below acceptable standards Where the issue is not one of risk to public safety The registrant has shown insight and learning from the issue</p>	<p>Assessment Panel/Independent Complaints Panel/Appeals Panel</p>
<p>No case to answer/unable to hear case</p>	<p>Insufficient evidence; case closed</p>	<p>Assessment Panel/Independent Complaints Panel/Appeals Panel</p>
<p>Interim suspension order to cover appeal period</p>	<p>Following sanctions issued at an IP hearing</p>	<p>Independent Complaints Panel/Appeals Panel</p>
<p>Suspension from register (for specified period of time) following IP hearing</p>	<p>Where the IP considers that other sanctions are insufficient to deal with the risk to public safety. The conduct of the registrant is unacceptable. Public confidence in the register demands this sanction Fitness to practise is impaired and remedial action is required</p>	<p>Independent Complaints Panel/Appeals Panel</p>
<p>Removal from register following IP hearing</p>	<p>Reserved for most serious conduct Registrants behaviour is fundamentally incompatible with being a registered professional Clear risk to public safety Criminal conviction outcome Fitness to practise is severely impaired</p>	<p>Independent Complaints Panel/Appeals Panel</p>
<p>Registrant cleared of any wrong doing</p>	<p>When no breach has been considered to have occurred.</p>	<p>Assessment Panel/Independent Complaints Panel/Appeals Panel</p>