

## Domain 1 – Knowledge, Skills and Performance

Numbers following generic standards in this framework refer to paragraph numbers in GMP, except where preceded by MfD which refers to our booklet *Management for Doctors*; or Research which refers to *Research: the role and responsibilities of doctors*

Attributes	Generic Standards	Possible sources of evidence
Maintain your professional performance	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Maintain knowledge of the law and other regulation relevant to practice (13)</li> <li>■ Keep knowledge and skills up to date (13)</li> <li>■ Participate in professional development and educational activities (12).</li> <li>■ Take part in regular and systematic audit (14 )</li> </ul>	<p>Evidence from training or assessment of skills;            CPD            Audit            Validated tools for feedback about doctors' practice</p>
Apply knowledge and experience to practice	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Recognise and work within the limits of your competence (3a)</li> </ul> <p><b>Doctors with management, teaching or research roles</b></p> <ul style="list-style-type: none"> <li>■ Follow appropriate national research governance guidelines (71)</li> <li>■ Apply the skills, attitudes and practice of a competent teacher/trainer (16)</li> <li>■ Work effectively as a manager (MfD 12, 17)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Adequately assess the patient's conditions (2a)</li> <li>■ Provide or arrange advice, investigations or treatment where necessary (2b)</li> <li>■ Prescribe drugs or treatment, including repeat prescriptions, safely and appropriately (3b)</li> <li>■ Provide effective treatments based on the best available evidence (3c)</li> <li>■ Take steps to alleviate pain and distress whether or not a cure may be possible (3d)</li> <li>■ Consult colleagues, or refer patients to colleagues, when this is in the patient's best interests (2c, 3a, 3i, 54,55)</li> <li>■ Support patients in caring for themselves (21e)</li> </ul>	<p>Evidence from training or assessment of skills            CPD            Audit            Validated tools for feedback about doctors' practice</p>
Keep clear, accurate and legible records	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Keep clear, accurate and legible records (3f)</li> <li>■ Make records at the same time as the events you are recording or as soon as possible afterwards ( 3f)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Record clinical findings, decisions, information given to patients, drugs prescribed and other information or treatment (3f)</li> </ul>	<p>Anonymised records</p>

## Domain 2 – Safety and Quality

Attributes	Generic Standards	Possible Sources of Evidence
Put into effect systems to protect patients and improve care	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Respond constructively to the outcome of audit, appraisals and performance reviews (14e)</li> <li>■ Take part in systems of quality assurance and quality improvement (14)</li> <li>■ Comply with risk management and clinical governance procedures</li> <li>■ Co-operate with legitimate requests for information from organisations monitoring public health (14i)</li> <li>■ Provide information for confidential inquiries, significant event reporting (14g)</li> </ul> <p><b>Doctors with management roles</b></p> <ul style="list-style-type: none"> <li>■ Make sure that all staff for whose performance you are responsible, including locums and students, are properly supervised. (17)</li> <li>■ Ensure systems are in place for colleagues to raise concerns about risks to patients (45)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Report suspected adverse drug reactions (14h)</li> <li>■ Ensure arrangements are made for the continuing care of the patient where necessary (40, 48)</li> </ul>	<p>Information collected for folder</p> <p>Validated tools for feedback about doctors' practice</p> <p>CPD – reflective practice</p>
Respond to risks to safety	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Report risks in the health care environment to your employing or contracting bodies. (6)</li> <li>■ Safeguard and protect the health and well-being of vulnerable people, including children and the elderly and those with learning disabilities. (26,28)</li> <li>■ Take action where there is evidence that a colleague's conduct, performance or health may be putting patients at risk. (43,44)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Respond promptly to risks posed by patients</li> <li>■ Follow infection control procedures and regulations</li> </ul>	<p>Information collected for folder</p>
Protect patients and colleagues from any risk posed by your health	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Make arrangements for accessing independent medical advice when necessary. (77)</li> <li>■ Be immunised against common serious communicable diseases where vaccines are available (78)</li> </ul>	<p>Statement about registration with GP, appropriate immunisation etc – verifiable if need arises</p> <p>Validated tools for feedback about doctors' practice</p>

## Domain 3 – Communication, Partnership and Teamwork

Attributes	Generic Standards	Possible Sources of Evidence
Communicate effectively	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Communicate effectively with colleagues within and outside the team (41b)</li> <li>■ Explain to patients when something has gone wrong (30)</li> </ul> <p><b>Doctors with management roles</b></p> <ul style="list-style-type: none"> <li>■ Encourage colleagues to contribute to discussions and to communicate effectively with each other (MfD 50)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Listen to patients and respect their views about their health (22 a 27a).</li> <li>■ Give patients the information they need in order to make decisions about their care in a way they can understand. (22b, 27)</li> <li>■ Respond to patients' questions (22c, 27 b)</li> <li>■ Keep patients informed about the progress of their care (22c)</li> <li>■ Treat those close to the patient considerately. (29)</li> <li>■ Pass on information to colleagues involved in, or taking over, your patients' care (40, 51-53)</li> </ul>	Validated tools for feedback about doctors' practice
Work constructively with colleagues and delegate effectively	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Treat colleagues fairly and with respect (46)</li> <li>■ Support colleagues who have problems with their performance, conduct or health (41d)</li> <li>■ Act as a positive role model for colleagues (41)</li> <li>■ Ensure colleagues to whom you delegate have appropriate qualifications, experience (54)</li> </ul> <p><b>Doctors with management roles</b></p> <ul style="list-style-type: none"> <li>■ Provide effective leadership ( MfD 50)</li> </ul>	Information for folder
Establish and maintain partnerships with patients	<p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Encourage patients to take an interest in their health and take action to improve and maintain it (4, 21f)</li> <li>■ Be satisfied that you have consent or other valid authority before you undertake any examination or investigation, provide treatment or involve patients in teaching or research. (36)</li> </ul>	<p>Information for folder</p> <p>Validated tools for feedback about doctors' practice</p>

## Domain 4 – Maintaining Trust

Attributes	Generic Standards	Possible Sources of Evidence
Show respect for patients	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Implement and comply with systems to protect patient confidentiality. (37)</li> </ul> <p><b>Doctors with research roles</b></p> <ul style="list-style-type: none"> <li>■ Respect the rights of patients participating in research. (Research 2, 5)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Be polite, considerate and honest and respect patients' dignity and privacy (21a, b, d)</li> <li>■ Treat each patient fairly and as an individual (38-39, 21 c)</li> </ul>	Validated tools for feedback about doctors' practice Policy/evidence of ending relationships with patients
Treat patients and colleagues fairly and without discrimination	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Be honest and objective when appraising or assessing colleagues and when writing references (18-19)</li> <li>■ Respond promptly and fully to complaints. (31)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Provide care on the basis of the patient's needs and the likely effect of treatment (7-10)</li> </ul>	Validated tools for feedback about doctors' practice CPD, e.g. completion of equalities training Folder, evidence from complaints
Act with honesty and integrity	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>■ Ensure you have adequate indemnity or insurance cover for your practice (34)</li> <li>■ Be honest in financial and commercial dealings (73)</li> <li>■ Ensure any published information about your services is factual and verifiable (60, 61)</li> <li>■ Be honest in any formal statement or report, whether written or oral, making clear the limits of your knowledge or competence. (63-65, 67-68)</li> </ul> <p><b>Doctors with research roles</b></p> <ul style="list-style-type: none"> <li>■ Obtain appropriate ethical approval for research projects (Research 5).</li> <li>■ Be honest in undertaking research and reporting research results (71 b)</li> <li>■ Ensure that your research is audited regularly. (research 43)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>■ Inform patients about any fees and charges before starting treatment (72a)</li> </ul>	Validated tools for feedback about doctors' practice  Practice leaflets etc

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