Fitness to Practise: a guide for students

This guide explains what to expect in relation to your contact with the Fitness to Practise Committee and gives information about the support available to you.

**Fitness to Practise: What does it mean?**

Fitness to Practise means having the **skills**, **knowledge**, **character** and **health** to practise your profession safely and effectively. As you are a student on a programme leading to registration with a Professional, Statutory and Regulatory Body (PSRB) (e.g. Nursing & Midwifery Council (NMC) or Health & Care Professions Council (HCPC)), you are expected to demonstrate that you will be able to meet the standards expected by your profession.

Developing your skills, knowledge and professional values for safe and effective practice are part of your overall programme of education. You receive feedback and are regularly assessed on these aspects of your Fitness to Practise, both in theory and during your Practice Experiences. However, your Fitness to Practise is not just about your skills and knowledge.

Fitness to Practise also includes issues relating to your **conduct & character**. This involves anything that you do in your professional or personal life that may impact upon the public - particularly their safety or the trust and confidence that they place in the health professions. Your own **health and well-being** are another important part of your Fitness to Practise; therefore we have a role in supporting you to maintain sufficient health & well-being to practise safely and effectively. To achieve this, we work in partnership with you and York Teaching Hospitals NHS Foundation Trust, Occupational Health & Well-Being Service.

**What issues raise concern about a student’s fitness to practise?**

A range of issues may raise concern about Fitness to Practise amongst students. The most common concerns that we deal with as a Fitness to Practise Committee are:

- Health or Disability Concerns
- Cheating or Plagiarising

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Inappropriate use of Social Media sites

Failure to comply with Programme Requirements (non-attendance, vaccination requirements etc)

Breach of Confidentiality

Dishonesty or Fraud (NHS Student Bursary, Falsifying Qualifications or Documents etc)

Drug, Alcohol or Substance Misuse

Persistent Inappropriate Behaviour or Attitude

Aggressive, Violent, Threatening or Bullying Behaviour

Suspension or Exclusion from Practice Placement

Criminal Conviction or Caution

How will the FtP Committee deal with a concern about my Fitness to Practise?

We, the Fitness to Practise Committee, protect the public and support you in the development of your Fitness to Practise by using a staged approach to dealing with any matters of concern. We always start with an informal approach and the majority of concerns are managed at the Informal Stage (Stage One) of our processes.

Our process has three stages (see flowchart in Appendix One):

1. **Informal Stage** (Stage One)
2. **Investigation/Assessment Stage** (Stage Two)
3. **Formal Stage** (Stage Three)

Whilst the ultimate goal of any Fitness to Practise processes is to protect the public, we recognise that you are still learning about the expectations and standards of conduct of your intended profession. Very often our recommendations to you emphasize what you can do to promote your learning and professional development to enhance your conduct and behaviour. This is often the outcome at the Informal Stage of our processes.

Sometimes our processes recommend that there is additional monitoring of your progress. In exceptional circumstances (after the Formal Stage of our process) we may recommend a sanction or recommend to the Board of Studies that you are discontinued from your programme of study.

At all stages of the process, we advise that you seek appropriate support, and ask any questions that you may have at the time. Please also remember the need for confidentiality, and acting honestly in your account of any events. Acting honestly means more than simply answering questions truthfully. It would be dishonest of you to allow the Committee to gain a false impression of a situation even if you did not actually lie to do so. Acting honestly throughout the Fitness to Practise process demonstrates appropriate professional values and is likely to positively influence the decisions made by the Committee.
The stages of the process are explained in more detail in the following pages.

Our correspondence with you should explain at which stage your case is being considered.

If you have any questions please ask.

Stage One: Informal Stage

All of our processes start with this stage and here we review the information that we receive and decide how best to deal with the concerns raised. Remember that we successfully deal with most concerns at this Informal stage of our processes.

If you have been suspended from your Practice Experience, although we will be notified of the details of this, our first recommendation will be a meeting with your Personal Supervisor and/or Link Lecturer, usually with your practice mentors to explore whether there are processes within the Practice Assessment process (e.g. Action Plan) that can be used.

For all other concerns, we deal with your case individually and take into account the stage of your professional development and the nature of the concern. Usually, this involves coming to an Informal meeting with either the Chair or Deputy Chair of the Fitness to Practise Committee to discuss the matter. We will write to you briefly outlining the nature of the concern so that you are aware of this. This gives you an opportunity to seek help and support before the meeting (See below).

At this Informal meeting we will listen to your explanation of events and decide how to best to deal with the issues raised and how to proceed. In most cases, we suggest guidance and a range of support (e.g. from your Personal Supervisor, Student & Academic Services for support from Student Welfare Advisor, Open Door Team or Disability Services). In some cases, we decide that we need further information in order to make a decision, and you will progress to Stage Two of Fitness to Practise process which is an Investigation or Assessment (see flowchart in Appendix One).

What Help and Support is available at the Informal stage?

It is important that you do not go through this alone, but arrange for someone to help you prepare for, and accompany you to, the Fitness to Practise Committee informal meeting. Remember that help and support is always available to you.

Under University regulations you are entitled to be accompanied by a representative who may be a full-time member of the University or president or full-time officer of the University of York Students’ Union (YUSU). The Advice and Support Centre of YUSU is based in the Student Centre in
James College. It gives professional, independent and confidential advice, guidance and information on student academic and welfare issues, assists and represents students at all stages of the Fitness to Practise processes and signposts to University Student Support Services.

- York University Students Union (YUSU) Contact: (01904) 324207 or (01904) 323720, asc@yusu.org or visit in person between 10.00am and 4.30pm.

- Graduate students would access support from the GSA (Graduate Students’ Association) Contact: 01904 322 718 or visit the GSA office located on the 2nd floor in Wentworth College, email advice@yorkgsa.org

- Student Support Hub Contact: (01904) 324140, student-support@york.ac.uk or visit in person between 09.00am – 5.00pm (term time) and 10.00am and 4.00pm (outside term time) in Market Square.

They are likely to want to meet you beforehand, and to discuss the issues with you, and it is vital that they have as much notice as possible.

If you have any queries or concerns regarding the informal meeting your point of contact should be by email to the Fitness to Practise email account: dohs-ftp@york.ac.uk

**Stage Two: Investigation/Assessment Stage**

At this stage of the process our goal is to gather more information about the concern.

If the concern about your Fitness to Practise is about your health or well-being, this will involve a referral to Occupational Health for assessment. You will be given a copy of the referral, for your information, to make sure that you are fully aware of the nature of the request being made. The appointment details will be emailed to your University email address. This is a confidential appointment between yourself and the Occupational Health team. The outcome will be reported back to the Fitness to Practise committee with your consent and we will then be able to discuss and plan for any recommended adjustments, support or other follow up to enable you to practise safely (See Appendix One for the possible outcomes of this assessment).

If more information is needed regarding a concern about your conduct & character, we will recommend an Investigation. This is where an Investigating Officer is identified and appointed to examine and explore the concern about your conduct and character in greater detail. The Investigating Officer will be an academic member of the Fitness to Practise Committee who has not been involved in the raising of the concern and does not have a significant relationship with you. The Investigation is carried out as quickly as possible and aims to minimise disruption to your programme of study, however this may not be always possible. You and other relevant people will be interviewed as part of the Investigation. It is very important to maintain confidentiality during the Investigation process and uphold the relevant Code of your PSRB at all times.
It is vitally important that you act honestly at all times when being interviewed by the Investigating Officer. Acting honestly means more than simply answering questions truthfully. It would be dishonest of you to allow the Investigating Officer to gain a false impression of a situation even if you did not actually lie to do so. Acting honestly throughout the Investigation process demonstrates appropriate professional values and is likely to positively influence the decisions made by the Committee.

The purpose of an Investigation is to:

- Identify the exact nature of the concern(s)/issue(s)
- Identify, collate and analyse all relevant information exploring the concern(s)/issue(s)
- Identify whether the information gathered points to a potential risk to public safety, breach of professional standards or impacts upon the reputation of the profession relating to your PSRB.

The Investigation report, along with all of the supporting evidence, will be reviewed fully by the Chair/Deputy Chair of Fitness to Practise. Two other members of the Fitness to Practise Committee will also review the report and from this, appropriate action is decided. We write to you about this and sometimes ask you to attend a meeting with the Chair or Deputy Chair to discuss the outcomes of an Investigation. This gives an opportunity to discuss suggestions for future learning and guidance on your conduct with you.

If it is found that your fitness to practise is likely to be impaired then we will convene a full Fitness to Practise Committee Hearing which is the Formal stage of our processes (Stage Three) (see flowchart in Appendix One).

What Help and Support is available at Stage 2?

For an Occupational Health Assessment:

If you are attending Occupational Health for an Assessment, please see the Occupational Health Leaflet for details of how to access this service and who can support you (See Appendix 2).

For a Stage Two Investigation:

It is important that you do not go through an Investigation alone. It is advisable to arrange for someone to help you prepare for, and accompany you to, any meetings including the interview with the Investigating Officer. Remember that help and support is always available to you.

Under University regulations you are entitled to be accompanied by a representative who may be a full-time member of the University or president or full-time officer of the University of York Students’ Union (YUSU). The Advice and Support Centre of YUSU is based in the Student Centre in James College. It gives professional, independent and confidential advice, guidance and information
on student academic and welfare issues, assists and represents students at Fitness to Practise Committees and Investigations and signposts to University Student Support Services.

- York University Students Union (YUSU) Contact: (01904) 324207 or (01904) 323720, asc@yusu.org or visit in person between 10.00am and 4.30pm.
- Graduate students would access support from the GSA (Graduate Students’ Association) Contact: 01904 322 718 or visit the GSA office located on the 2nd floor in Wentworth College, email advice@yorkgsa.org
- Student Support Hub Contact: (01904) 324140, student-support@york.ac.uk or visit in person between 09.00am – 5.00pm (term time) and 10.00am and 4.00pm (outside term time) in Market Square.

They are likely to want to meet you beforehand, and to discuss the issues with you, and it is vital that they have as much notice as possible.

If you have any queries or concerns regarding the Investigation or your Occupational Health Assessment your point of contact should be by email to the Fitness to Practise email account: dohs-ftp@york.ac.uk
Stage Three: Formal Stage

This stage is the Formal stage of the Fitness to Practise process. At this stage concerns about your Fitness to Practise are presented to a Hearing of the Fitness to Practise Committee. The role of the hearing is to consider the evidence received by the Investigating Officer. At this stage the Fitness to Practise Committee hearing has a responsibility to ask you questions to ensure that the concern(s)/issue(s) are explored and examined satisfactorily. It is the role of the Fitness to Practise Committee Hearing to ensure that all evidence is looked at in its entirety, especially when the evidence and information is disputed (see flowchart in Appendix One). The Hearing will determine whether your Fitness to Practise is impaired and, if so, which sanction(s) (if any) are recommended to be applied to your case.

What Help and Support is available at this Formal stage?

It is important that you do not go through this alone, but arrange for someone to help you prepare for, and accompany you to, the Fitness to Practise Committee Hearing. Remember that help and support is always available to you. Under University regulations you are entitled to be accompanied by a representative who may be a full-time member of the University or president or full-time officer of the University of York Students’ Union (YUSU). The Advice and Support Centre of YUSU is based in the Student Centre in James College. It gives professional, independent and confidential advice, guidance and information on student academic and welfare issues, assists and represents students at Fitness to Practise Committees and Investigations & Hearings and signposts to University Student Support Services.

- York University Students Union (YUSU) Contact: (01904) 324207 or (01904) 323720, asc@yusu.org or visit in person between 10.00am and 4.30pm.
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They are likely to want to meet you, and to discuss the case with you, and it is vital that they have as much notice as possible as they will need time to help prepare your case including any submissions.

If you have any queries or concerns your point of contact should be by email to the Fitness to Practise email account: dohs-ftp@york.ac.uk
What will happen in the run up to the Fitness to Practise Hearing?

Unless already specified in your correspondence from the Fitness to Practise Committee you must continue to attend University and/or your practice placement. One week before the Fitness to Practise Committee Hearing you will receive all of the written evidence which will be considered on the day. It is extremely important that you take time to read these documents and discuss with your representative well in advance. You will also receive a copy of the Department of Health Sciences Fitness to Practise Policy.

The Fitness to Practise Committee will give you a deadline for any additional information pertaining to your case to be received by. Any information received after the given deadline will not be taken into account by the Committee unless in exceptional circumstances and with agreement of the Chair/Deputy and with your full consent. If significant new information is submitted too late to be circulated to everyone involved, the Fitness to Practise Committee Hearing may need to be adjourned so that the new information can be considered.

If you have a disability and need special arrangements please let the Fitness to Practise Committee know well in advance of the meeting (dohs-ftp@york.ac.uk).

Attendance at a Fitness to Practise Committee Hearing is obligatory. If you are ill and not able to attend, you will need to supply a medical certificate to the Fitness to Practise Committee (dohs-ftp@york.ac.uk). If you do not attend without a reasonable explanation, the committee can consider your case in your absence.

What will happen at the Fitness to Practise Committee Hearing?

The Committee will usually convene about 30 minutes prior to commencement to decide on the format and the exact nature of the questions to ask you. These questions will be based upon the information included in the Investigating Officers report. The Committee will be guided and led by the Chair/Deputy Chair of the Fitness to Practise Committee. In the meantime you and your representative will report to the Department of Health Sciences Student Information Services and will be shown to a waiting area. A member of the Fitness to Practise Committee will collect you and your representative and take you both into the hearing venue, where you will be shown to your seats.

The Chair/Deputy of the Fitness to Practise Committee will then introduce the committee members present; most will be academic staff from the Department but there will be a senior nurse or midwife from one of our Practice Partner organisations. The Chair/Deputy Chair will ask you if you have received all of the necessary paperwork before the committee hearing can formally begin. Initially the Investigating Officer will present a summary of their findings outlining any interviews which have taken place and any evidence which has been collected so far. You will then be asked
questions by the committee members in turn. Each Committee member will focus on a slightly different area of your case. Remember, Committee members are not trying to ‘catch you out’; rather they are trying to get a better understanding of the facts that led to the situation. You will then be able to make some concluding remarks, giving you an opportunity to tell the Committee anything you think is important to the Hearing. Whoever accompanies you will also be asked if they wish to say anything on your behalf or clarify any points of order. Once the questions are complete you will be asked to leave the room to enable the Committee to consider your case. When the Fitness to Practise Committee has finally reached a decision a member of the Committee will collect you and ask you to return to the room to hear the outcome.

The Chair/Deputy Chair of the Committee will ensure that your welfare is always paramount. If for any reason you are finding it difficult, please remember that you can ask the Chair/Deputy Chair for a short break. If you should become upset or emotional in anyway, please do not be afraid to ask for some time to compose yourself.

You should uphold the relevant Code of your PSRB at all times. It is vitally important that you act honestly at all times, both when being interviewed by the Investigating Officer and when you are answering questions at the Hearing itself. Acting honestly means more than simply answering questions truthfully. It would be dishonest of you to allow the Committee to gain a false impression of a situation even if you did not actually lie to do so. Honesty, trustworthiness, sincerity and candour are all virtues that the Committee will be looking for when they are considering your case.

All members of the Fitness to Practise Committee will ensure that the hearing maintains a neutral stance by respecting the difficulty of your position when appearing at the Hearing. All members of the committee will ensure that their questions are neither confrontational nor oppressive. Remember, the Committee are only trying to get a better understanding of the situation at hand.

What will be the possible Outcomes and Sanctions following the Committee Hearing?

When considering possible sanctions and outcomes, the Fitness to Practise Committee will take into account the stage of your programme to ensure that sanctions are appropriate to your development. The Fitness to Practise Committee Hearing will also take into account the guidance set by your relevant PSRB and the rules, regulations, and ordinances set by the University of York.

If you have raised significant mitigating circumstances during the Fitness to Practise Committee Hearing then these will be taken into consideration when deciding on the most appropriate course of action.

If at the conclusion of the Hearing a unanimous decision cannot be reached by the Fitness to Practise Committee, the opinion of the majority will prevail. If the Committee hearing reaches a hung decision, the Chair/Deputy Chair will decide upon the formal outcome(s) and/or sanction(s).

If you receive a warning or sanction, then it will be explained to you:

- Why you have received the warning or sanction.
- The intended purpose of the warning or sanction.
- The expected duration of the warning or sanction
- Whether or when your fitness to practise will be considered again.

Possible outcomes or sanctions may include the following:

That you are **Fit to Practise** and are:
- permitted to continue on the programme without change
- permitted to continue on the programme in conjunction with provisos determined by the Panel
- permitted to continue with the programme under close supervision
- permitted to continue on the programme but with a formal reprimand or warning placed on your file
- permitted to continue on the programme but with a formal reprimand or warning placed on your file

That you are **not Fit to Practise** and:
- you are required to undertake an occupational health assessment
- your studies are suspended until such time as any undertakings, recommendations or conditions imposed by the Committee have been fully met (normally an occupational health assessment)
- you are required to undertake any other action considered appropriate by the Committee to enable your successful completion of the remainder of the programme
- a recommendation is made to the Chair of the Board of Studies that your programme of study leading to a professional qualification be terminated but that you be permitted to seek admission to an alternative academic qualification
- a recommendation is made to the Chair of the Board of Studies that your programme is terminated and that you are required to withdraw from the University. Subject to the recommendation of a Progression and Award Board, you may be eligible to receive any lower exit award to which you are entitled.
Can I appeal against the outcome of a decision of the Board of Studies?

You have the right to appeal against a recommendation by the Department of Health Sciences Board of Studies to suspend or terminate your programme. A recommendation to terminate your programme is heard by the University of York Special Cases Committee (Special Cases Committee has powers devolved by University Senate to deal with academic misconduct cases, appeals and suspension of studies). You have the right to request that the Special Cases Committee hearing turn into an appeal against the recommendation from the Department of Health Sciences Board of Studies. For further information please see the following web link under Regulation 6 of the University Ordinances & Regulations: http://www.york.ac.uk/admin/aso/ordreg/r6_new.htm#appeals

If, after exhausting the Appeals stage, you feel that the outcome is unreasonable in relation to the evidence, then a review may be requested from the Office of the Independent Adjudicator for Higher Education (OIA), within 3 months of the issue of a Completion of Procedures letter by the University of York.

Contact details for the Independent Adjudicator are:

Office of the Independent Adjudicator
Third Floor Kings Reach
38-50 Kings Road
Reading
Berkshire
RG1 3AA

Information may also be obtained directly from the OIA at: http://www.oiahe.org.uk
Appendix 1

FITNESS TO PRACTISE COMMITTEE PROCESS

Notification of referral/concern to Fitness to Practise secure email account

Suspension from practice initiated by the placement provider if appropriate (see policy for process)

INFORMAL STAGE (Stage 1)

Issue of health or conduct considered by the Chair/Deputy Chair

No further action

Student advised to access Student Support services i.e. Open Door, YUSU, Disability support

Student attends an informal meeting with Chair/Deputy Chair

Student is recommended to seek support from personal supervisor

INVESTIGATION/ASSESSMENT STAGE (Stage 2)

Investigation is required (see investigation flowchart)

Suspension from practice initiated by Fitness to Practise (see policy for process)

Occupational health referral for Assessment

No further action

Occupational Health referral

Occupational Health report received

No further action

Recommended adjustments

Case conference

OH support plan

Meeting with Chair/Deputy Chair

Additional monitoring, supervision or appraisal

Progress to a Fitness to Practise Hearing

No further action

No further action, no sanctions placed on the student record

Student continues on their programme with additional monitoring, supervision or appraisal

Student continues on their programme with a formal warning issued by the Chair/Deputy of Fitness to Practise Committee and placed on the student’s file

Recommendation to Board of Studies for Discontinuation

Please note that the above outlines typical processes, however as issues of Fitness to Practise are investigated and dealt with on a case by case basis, variations in this process may be applied to accommodate specific issues and requirements.

Fitness to Practise: a guide for students

October 2017
Appendix 2

York Teaching Hospital
NHS Foundation Trust

University of York
The Department of Health Sciences

Occupational Health & Wellbeing Service

Services for Students

Wellbeing services are designed to promote a holistic approach to the long term health of students

Final Version
Date: September 2017
What is the role of Occupational Health?

Occupational Health works alongside the University of York’s Fitness to Practise Committee to promote and maintain the health and wellbeing of students. Our aim is to try to prevent work related ill health by providing health assessment, advice and support.

We aim to gather the right information about your health to assist you to start, return or continue with your studies and, where necessary, recommend adjustments to your programme.

We also offer impartial advice about health issues and infectious

Who are we?

We are a team of highly qualified, professional staff who work for the York Teaching Hospital NHS Foundation Trust Occupational Health Service. The University of York is one of our local partners in the provision of healthcare support to students.

Is the service confidential?

YES, the service is entirely confidential and whatever you talk to us about will remain so.

The University usually requires a report or advice on your case. We discuss this with you and gain your written or verbal informed consent to release specific information.

Are my confidential Occupational Health records safe?

YES, they are held digitally and sometimes on paper; all are stored securely within the OH Service with no access to staff other than OH team members. You can also access your file. If you would like to do so, please ask us.
Why might you attend Occupational Health?

At the beginning of the programme you may be asked to attend an Occupational Health appointment following the completion of your on-line health assessment questionnaire to assess your health needs further.

During your Induction to the programme you are very likely to be required to attend an Occupational Health appointment to:

• start the required immunisations and have immunity checks and a blood test if required.
• check any issues such as Latex or other allergies (to ensure you have the right supplies available to you when needed)
• discuss advice about how to deal with a needle stick, splash or bite injury and how and when to contact Occupational Health.

If you are a Midwifery student, you will require blood tests to check for blood-borne viruses (BBVs).

During your programme you may be referred to Occupational Health by the University of York Fitness to Practise Committee for further assessment and advice if:

• your health issues are affecting or have the potential to affect you and your patient’s safety
• you are returning to the programme after ill health (e.g. after a Leave of Absence)
• your health issues require further assessment to be able to make adjustments to support your continued study on the programme

Immunisation requirements

• You need to provide WRITTEN evidence of immunisations from your GP about ALL immunisations and/or illnesses you have had, including dates (specifically, Chickenpox, Measles, Mumps, Rubella (MMR), TB and Hepatitis B). You should provide this before the programme or bring any previous records of vaccinations (either from your GP or another Occupational Health Department) to your appointment.
• If you have previously had Hepatitis B vaccine, you will undergo a relevant blood test to check on immunity status.
• You may need other blood tests to check on immunity status.

Immunisations that may be required:

• **Hepatitis B:** This is a course of three separate injections followed by a blood test. If not immune after three doses, boosters will be given. A general booster is needed at five years.
• **TB:** A screening history will be taken to ascertain need for further investigations
• **MMR** vaccine is required if no written evidence of vaccination is provided
• **VZ (Chickenpox)** vaccine is required if no written evidence of vaccination provided
Why is immunisation important?

- Immunisation offers protection against infectious diseases for you and the people you will be working with (e.g. patients, clients and their families).
- It concerns protection regarding the following infectious diseases:
  - Hepatitis B
  - Tuberculosis (TB)
  - Chickenpox
  - Rubella, Mumps and Measles

These diseases present serious dangers to patients. As you will be working with a range of people from newborns to older people, being protected yourself prevents risk to patients.

All vaccines are safe to have and the Occupational Health Advisors are able to answer any questions you may have about the Immunisation requirements.

It is vital that you follow the Immunisation requirements. These are set by the Department of Health for Health Care Workers and follow certain time frames to maximise the effectiveness of the vaccine and establish your immunity.

Occupational Health will keep the Programme updated of any changes to vaccine requirements and/or availability. You should therefore remain alert to specific updated advice regarding vaccines from your Programme Leader throughout your studies.

As the usual schedule of Immunisations or follow up immunity checks may extend beyond the induction period of your programme, you must remain alert to emails received at your University of York email account from Occupational Health informing you of the next step required for you. This is usually a request to ring and arrange an appointment with us.

Where do I go for my appointments?

The OH team provide clinics at the University during the induction period of your programme and you will be booked to attend. We will always work with you to find appointments that are convenient. We operate from York, Malton, Bridlington and Scarborough so you can book in whichever is easiest for you to attend.

What happens if I don’t respond to requests from Occupational Health to arrange an appointment or don’t attend for Immunisation appointments?

If you do not respond to an email from us asking you to arrange an appointment within 4 weeks, we will share this information with the Fitness to Practise Committee.

If you cannot attend a booked appointment you MUST rebook. If you are unable to attend you MUST give 48 hours notice otherwise the University will be charged and they may wish to pass that charge to you (this applies to all Occupational Health appointments).

If you do not attend a booked appointment (and don’t let us know) we will share this information with the Fitness to Practise Committee.

The Fitness to Practise Committee will work with you according to their processes for managing compliance with Immunisation or Occupational health requirements.
Contact details

Address:
Occupational Health & Wellbeing Service
York Hospitals NHS Foundation Trust
Centurion House
Centurion Park
Tribune Way
Clifton Moor
York
YO30 4RY

Telephone: (01904) 725099
Email: occhealth-clerical@york.nhs.uk

Map:

University of York Fitness to Practise Committee

Address:
Department of Health Sciences
Faculty of Sciences
Sebohm Rowntree Building
University of York
York
YO10 5DD

Email: dohs-ftp@york.ac.uk