

Full list of codes

Codes in red indicate where full text description must be given on the system

BEHAVIOUR OR VIOLENCE

- Bullying, intimidation or harassment
 - Bullying, intimidation, or harassment of colleagues
 - Bullying, intimidation, or harassment of patients or families
 - Bullying, intimidation, or harassment out of work
 - Other
- Discrimination
 - Race discrimination
 - Age discrimination
 - Disability discrimination
 - Gender reassignment based discrimination
 - Marriage and Civil Partnership based discrimination
 - Pregnancy and maternity based discrimination
 - Religion or belief based discrimination
 - Sex discrimination
 - Sexual orientation discrimination
 - Other
- Verbal abuse
 - Verbal abuse of colleagues
 - Verbal abuse of patients
 - Verbal abuse out of work
 - Other
- Violence or violent behaviour
 - Violence or violent behaviour out of work
 - Violence or violent behaviour towards colleagues
 - Violence or violent behaviour towards patients
 - Violence in work not person specific
 - Other
- Other behaviour or violence
 - Other

COMMUNICATION ISSUES

- Ineffective communication
 - Ineffective communication with colleagues
 - Ineffective communication with patients
 - Other
- Language problems
- Not abiding by duty of candour
- Not contacting patients or family about issue
- Not giving full or right information to patients and their families
- Swearing and inappropriate language or communication
- Unfriendly, uncaring or rude manner
 - Unfriendly, uncaring or rude manner to colleagues
 - Unfriendly, uncaring or rude manner to patients or families
 - Other

-Other communication issues

- Other

DISHONESTY

- Employment related dishonesty
- Non work related dishonesty
- Patient care related dishonesty
- Other dishonesty
 - Other

EMPLOYMENT AND CONTRACTUAL ISSUES

- Collusion to cover up information
- Concealing or misrepresenting training or employment record
- Missing on duty
- Not completing training or abiding by remedial measures
 - Not abiding by local remedial measures
 - Not completing capability programme successfully
 - Not completing other training or unspecified training
 - Not completing preceptorship or probation successfully
 - Midwife not completing supervised practice programme successfully
 - Only able to work in super-numerate capacity
 - Other
- Not notifying employers of criminal proceedings
- Sleeping on duty
- Working elsewhere in breach of contract
- Other employment and contract issues
 - Other

INFORMATION ACCESS

- Breach of patient confidentiality
- Inappropriate access of medical records
 - Inappropriate access of medical records of colleague
 - Inappropriate access of medical records of other people
 - Inappropriate access of medical records of patient
 - Inappropriate access of medical records of registrant
 - Other
- Other information access
 - Other

INVESTIGATIONS BY OTHER BODIES

- Barring
- Determination by another body
- Not cooperating with FtP investigations by other healthcare regulators
- Not cooperating with other formal investigations
- Not cooperating with other investigations by healthcare regulators
- Not cooperating with police investigations
- Other investigations by other bodies
 - Other

ISSUES IN NON NURSING OR MIDWIFERY ROLES

- Beauty treatments
- Dentistry
- Other issues in non-nursing or midwifery roles
 - Other

MANAGEMENT ISSUES

- Allocation of staff time and resources
- Line and staff management issues
- Not ensuring adequate patient care
 - Inadequate systems and procedures
 - Medication ordering, management, and administration
 - Other
- Not managing health and safety issues appropriately
- Not reporting incidents and complaints
- Not acting appropriately on an incident or complaint
- Provision of training
- Supervision
- Other management issues
 - Other

MOTOR VEHICLE RELATED

- Drink driving
- Speeding
- Other motor vehicle related issues
 - Other

NMC REGISTRATION AND PROCEEDINGS

- Fraudulent or incorrect entry to NMC register
 - Fraudulent entry to NMC register
 - Incorrect entry to NMC register
 - Other
- Not cooperating with NMC investigation
 - Referral subject not cooperating with NMC investigation
 - Witness not cooperating with NMC investigation
 - Other
- Not disclosing NMC investigation to employer
- Not notifying NMC of criminal proceedings
- Practising in breach of NMC Order
- Practising without NMC registration
- Other NMC registration and proceedings
 - Other

NOT MAINTAINING PROFESSIONAL BOUNDARIES

- Not maintaining professional boundaries, sexually
 - Not maintaining professional boundaries with colleagues, sexual
 - Not maintaining professional boundaries, with patients or families, sexual
 - Other
- Not maintaining professional boundaries, nonsexually

- Not maintaining other professional boundaries with colleagues
- Not maintaining other professional boundaries with patients or families
- Other

-Other not maintaining professional boundaries

- Other

OTHER CRIMES AND OFFENCES

-Benefit fraud

-Drug crimes

-Female Genital Mutilation

- Not reporting FGM
- Performing FGM
- Other

-Financial abuse of patients

-Murder or manslaughter

-Theft

- Theft from colleagues
- Theft from employer
- Theft from patients
- Theft out of work
- Other

-Wilful neglect or ill treatment

- Wilful neglect or ill treatment of child in registrant's personal care
- Wilful neglect or ill treatment of patient
- Wilful neglect or ill treatment of vulnerable adult in registrant's personal care
- Other

-Other crime or offence

- Other

-Other fraud or false representation

- Other

PATIENT CARE

-Badly prepared discharge

-Diagnosis, observation, assessment

- Carrying out observation or assessment incorrectly or inadequately
- Disability or fitness to work or occupational health assessments
- Not conducting patient observations, assessment or follow up
- Not monitoring condition of mother and baby during labour
- Not recognising signs and symptoms or missed diagnosis
- Other

-Handling patients

- Inappropriate confinement of patients
- Inappropriate use of restraint
- Not ensuring appropriate turning
- Rough handling
- Other

-Hydration and nutrition

-Hygiene and infection control

-Inappropriate delegation of patient care

Oth

-Inappropriate or delayed response to negative signs, deterioration, or incidents

- CPR and resuscitation
- Escalating or communicating issues to colleagues, clinicians, or emergency services
- Other

-Leaving patients unattended

-Not abiding by safeguarding requirements

-Not acting on or following care plan

-Not assisting colleagues or responding to instructions

-Not obtaining patient consent

-Not responding to patient preferences or requests

-Pain management

-Patient handover

-Practising outside of scope of practice

-Provision and use of equipment

-Other patient care issues

- Other

PRESCRIBING AND MEDICINES MANAGEMENT

-Administered at the incorrect time

-Administered incorrect dosage

-Administered incorrect drug

-Administered to incorrect patient, mix up of drugs between patients

-Breach of controlled drugs procedures

-Breach of other local drugs policies or procedures

-Inappropriate or incorrect delivery of medication

-Inappropriate storage, transportation, preparation, disposal

-Not administering or refusing to administer medication

-Not completing checks before administering medication

-Not notifying or escalating a drug administration error

-Prescribing

- Administered drug without prescription or clinical review
- Prescribed incorrect drug
- Prescribing when not a qualified prescriber
- Other

-Theft or misappropriation of drugs from workplace

-Other drugs administration or medicines management errors

- Other

RECORD KEEPING

-Care plan

- Inappropriate or incorrect entry to care plan
- Not creating or maintaining adequate care plan
- Other

-Drugs or medication records

- Inappropriate or incorrect entry to record
- Not recording drug administration or related issues
- Other

-Patient or clinical records

- Inappropriate or incorrect entry to record
- Not ensuring records in place e.g. risk assessment
- Not recording observation, care given, incident
- Other

-Other record keeping issues

- Other

REGISTRANT'S HEALTH

-Alcohol misuse or dependency

-Drugs misuse or dependency

-Mental health

-Physical health

-Other health issues not further specified

- Other

SEXUAL OFFENCES

-Adult sexual assault

- Colleague sexual assault
- Adult out of work sexual assault
- Adult patient sexual assault
- Other

-Child sexual abuse

- Out of work child sexual abuse
- Child patient sexual abuse
- Other

-Possessing child pornography

-Other sexual offences

- Other

SOCIAL MEDIA

-Posting inappropriate material

- Posting inappropriate material about colleagues
- Posting inappropriate material about employer or NHS
- Posting inappropriate material about general issues
- Posting inappropriate material about other specific individuals outside work
- Posting inappropriate material about patients
- Posting inappropriate material about the nature of their work
- Posting inappropriate material about themselves
- Other

-Other social media activity

- Other

CRIMINAL PROCEEDINGS

-Arrest

-Caution

-Charge

-Conditional discharge

-Conviction

-Fine

-Fixed Penalty Notice

-Investigation

-Other criminal proceeding

- Other

OTHER ALLEGATIONS

-Other types of allegations

CONTEXT

- Analysis and impact
 - Other
- Communication problems
 - Other
- Contributory factors
 - Other
- Custom and practice
 - Other
- Distractions
- Emotions/Mood
 - Other
- Equipment
 - Other
- Factors which affect attention
- Health & Addiction
 - Other
- Insight and remediation
 - Other
- Lack of breaks
 - Other
- Learning
 - Other
- Past Performance
 - Other
- Protected characteristics
 - Other
- Raising concerns
- Relationships
 - Other
- Tiredness/Sleep deprivation
 - Other
- Training & supervision
 - Other
- Workload
 - Other

COVID-19

- Breach of lockdown rules
- Carrying out aesthetic treatments
- Covid-19 Vaccine
 - Infection Prevention and Control
 - Refusal to be vaccinated
 - Vaccination misinformation
- Inappropriate covid related social media posts
- Management failings
- Other
 - Other
- PPE
- Refusing to work
- Social Distancing
- Wearing clinical uniform outside of work
- Working with covid symptoms

MIDWIFERY

- Contribution to a missed opportunity for survival of woman and/or baby
- Examinations
 - Not conducting appropriate or necessary examinations, tests, treatments or procedures for woman and/
 - Not conducting examinations in line with guidelines
- Failing to escalate or respond appropriately to deterioration of woman or baby
 - Failure to act on signs of deterioration
 - Failure to escalate or communicate concerns
 - Failure to identify when an emergency response was required
 - Failure to take resuscitative action

- Failing to provide an adequate level of support or supervision to another midwife, student or colleague
 - Other
- History and risk factors
 - Failure to identify, escalate, manage or act on risk factors and/or woman's history
 - Poor handover of risk factors and/or woman's history
- Labour Management
 - Inadequate care during the labour of a woman with multiple babies
 - Inadequate care of a number of women in labour
 - Inadequate management of pain during labour
- Lack of basic midwifery skills, competencies and knowledge
 - Failure to provide a safe plan of care
 - Failure to treat a woman and/or birth partner with dignity and respect
 - Incorrect application and/or utilisation of equipment
 - Incorrect, inadequate or no relevant or necessary referral made for woman and/or baby
 - Not obtaining support from a second midwife or colleagues when necessary
 - Poor safeguarding of woman and/or baby
 - Unable to identify changing situations
 - Unable to prioritise tasks
 - Other
- Lack of support for women's choices
- Midwifery Specific Communication
 - Failing to communicate with the relevant organisation
 - Failure to listen to concerns of woman and/or family
 - Poor communication with woman and/or birth partner during pregnancy
 - Providing inadequate, outdated, misleading or incorrect advice or information to woman and/or families
 - Other
- Midwifery Specific Management Issues
 - Inadequate supervision or oversight of the birth setting
- Monitoring, observations or assessments of woman and baby
 - Failure to recognise signs of declining wellbeing in woman and/or baby
 - Failure to recognise signs of or progression of labour
 - Failure to undertake regular observations or appropriate monitoring to assess the wellbeing of woman
 - Inadequate or incorrect clinical assessments of woman and/or baby
 - Lack of monitoring of fetal heart rate according to local and/or national guidelines
- Not preserving a safe environment for midwifery practice
 - Other
- Utilisation of Cardiotocograph (CTG) monitors
 - Failure to escalate CTG concerns
 - Failure to identify and/or act when CTG monitoring is required
 - Inconsistent, lack of or inadequate CTG monitoring
 - Incorrect, inappropriate or lack of categorisation, interpretation or reading of CTG trace(s)
 - Not obtaining a "Fresh Eyes Review"

STRENGTHENING PRACTICE/REMEDIATION

- Insight and remediation SP/R
- Other