

## 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