

Probity Checklist for Appraisals

'Probity n Uprightness, honesty'

(The concise Oxford dictionary)

Many doctors and appraisers find this section difficult to discuss and complete. The section is based around the GMC's document **Good Medical Practice** which sets out the principles and values on which good practice is founded; these principles together describe medical professionalism in action.

Here are some areas which it may help to think about and discuss with your appraiser. There is a declaration statement at the end, which having thought about these areas, you can sign and keep with your PDP.

You may wish to consider the following questions and areas:

- Are you acting with honesty and integrity in all areas of your life?
- Is your patient / client's trust in you justified?
- Do you know how to declare any potential conflicts of interest and how to ensure that they do not compromise your integrity?

Within your Practice / Work place:

- *Do you have a contract / Practice agreement?*
- *Do your staff have contracts?*
- *Does your practice have a confidentiality clause in its staff contracts?*
- *Chaperones: a. Are your clients / patients aware that they may request the presence of a chaperone?*
b. Is a chaperone available at all times should a client /patient request one?
- *Do you have audited personal accounts?*
- *Are you clear about what you may and may not charge for?*
- *Do you have a complaints procedure?*
- *Do you have policies on data protection, password protection, logging off, etc?*

Are you able to make an appropriate statement about your probity?

Having carefully considered the criteria for probity in "Good Medical Practice 2013" www.gmc-uk I am confident that my probity would withstand scrutiny.

Signed..... Date.....

Witness.....

(Extract from GMC document for use by Aeromedical Examiners at their annual appraisal)

Dr R M Odbert