

## Guidance on Registration with the Society and Fitness to Practise

When you apply to register with us, we will ask you questions about your fitness to practise. We will ask you about your character, including any convictions or cautions you may have had, your health, and if you have been registered with other regulatory bodies. This information is used by us to assess whether you are fit to practise as a pharmacist or pharmacy technician. If we decide that you are not fit to practise we will not register you. If we refuse your application then you can appeal to our Registration Appeals Committee.

### Good Character

We define good character as the absence of evidence that a person has committed (and/or has any disposition towards) conduct or behaviour that is inconsistent with the Standards of Conduct published by the Society, or the exercise of the pharmacy profession.

To assess good character, we use a **Good Character Assessment Framework**. A copy of the framework can be found at: [www.rpsgb.org/acareerinpharmacy/](http://www.rpsgb.org/acareerinpharmacy/)  
Click on either:

- *Preregistration training* then *Preregistration trainees* or
- *Pharmacy support staff* then *Pharmacy technician*.

When we assess good character we look at evidence, which may include:

- Criminal convictions
- Cautions, conditional discharges, admonishments or reports to a procurator fiscal
- Findings against you by a health or social care regulator either in this country or overseas
- Allegations, complaints or information about you which have been brought to our attention and
- Testimonials and character references, especially those from your tutor or countersigning pharmacist.

We may ask for further information from you, or make further inquiries about the evidence.

When we assess the evidence of conduct or behaviour we consider:

- How serious it is
- How relevant it is to the practise of pharmacy
- How relevant it is to the honour and integrity of the profession of pharmacy
- How recently the incident or incidents took place
- Your age at the time
- If you have made any effort after the incident to rehabilitate yourself
- Your insight into your past behaviour
- Testimonials and character references about your behaviour and conduct
- If such behaviour is typical of you, or indicates that you may behave like that in future
- If you told us about the incident or incidents when you applied to join our Register
- If you co-operated with us when we requested further information.

We consider the following conduct or behaviour to be serious

- If your conduct involved dishonesty, fraud, deceit or misrepresentation
- If your conduct indicated drug or alcohol dependency

- If your conduct or behaviour resulted in a criminal conviction or a finding of misconduct or unfitness to practise by any health or social care regulator
- If your conduct or behaviour involved violence or exhibited intentional or deliberate disregard of human life
- If your conduct or behaviour involved non consensual sexual acts
- If your conduct or behaviour involved sexual acts with children
- If your conduct or behaviour involved trafficking in, or illegally manufacturing, any controlled drug
- If your conduct or behaviour posed a threat to public health, safety or welfare
- If your conduct or behaviour involved discrimination, for instance on the grounds of race, colour, religion or sex
- If your conduct or behaviour involved, or indicated, a blatant disregard for the law or the system of registration.

For further information you can look at the referral criteria in respect of fitness to practice allegations

[www.rpsgb.org/protectingthepublic/investigatingcommittee/index.html](http://www.rpsgb.org/protectingthepublic/investigatingcommittee/index.html)

### Health

We define good health as the absence of evidence that a person has a physical or mental condition(s) that may impair their fitness to practise as a pharmacist or a pharmacy technician or may lead to behaviour inconsistent with the standards of conduct published by the Society, or the exercise of the pharmacy profession.

To assess your health we use a **Health Assessment Framework**. A copy of the framework can be found at: [www.rpsgb.org/acareerinpharmacy/](http://www.rpsgb.org/acareerinpharmacy/)

Click on either:

- *Preregistration training* then *Preregistration trainees* or
- *Pharmacy support staff* then *Pharmacy technician*.

When we assess your health we look for evidence, which may include:

- Information provided by you
- A letter or letters from your medical practitioner or consultant
- Testimonials describing your fitness to practise in relation to your health, especially those from your tutor or countersigning pharmacist, and
- A health examination conducted by our medical examiners.

We may ask for further information from you, or make further inquiries about the evidence.

When assessing your health we consider:

- The nature of your condition and how serious it is
- When your condition was diagnosed
- How you manage and control your condition
- Any reasonable adjustments which can be made to enable you to practise
- The risk to the public, colleagues or the profession
- If you told us about your condition when you applied to join our Register
- Any supporting information about your condition and its impact on your practice.

We consider the following factors to be serious:

- If your condition constitutes adverse physical or mental health
- If you lack insight into your condition and its impact on your practice

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- If your condition isn't managed or controlled
- If you haven't complied with treatment or assessment
- If your condition poses a risk to the public, colleagues, employers or the profession.

For further information you can look at the Health Committee's indicative sanctions  
[www.rpsgb.org/protectingthepublic/healthcommittee/index.html](http://www.rpsgb.org/protectingthepublic/healthcommittee/index.html)