

University of Manchester
Faculty of Biology, Medicine and Health

**Advice for students who have been referred to the Faculty of Biology,
Medicine and Health Fitness to Practise Committee**

1. Introduction

Background

You have been referred to the University of Manchester Faculty of Biology, Medicine and Health Fitness to Practise (FTP) Committee. The Committee is very well aware that this is a difficult situation for any student to encounter. This practical guidance is intended to help explain what will happen, and to help you prepare for the Committee meeting.

The FTP Committee is a University Committee

The FTP Committee meeting is not a court of law, nor is it the hearing of a professional body such as the General Medical Council (GMC), the General Dental Council (GDC), the General Pharmaceutical Council (GPhC), the Nursing & Midwifery Council (NMC) or the Health & Care Professions Council (HCPC). It is a University Committee, set up to consider the written evidence submitted and any information provided in answers to questions at the meeting. The Committee has to make decisions about your future and address questions such as whether or not you are fit to practise and whether or not any special measures are needed either to guide and support you or in the public interest (see below).

The meaning of the term “the public interest”

This means three things:

1. Protection of patients
2. Maintenance of public confidence in the profession
3. Declaring and upholding proper standards of conduct and behaviour.

2. How does one get referred to the FTP Committee?

The role of the School “Health and Conduct Committee”

Each of the Schools in the Faculty can refer a student to the FTP Committee. The decision to refer is usually made by the School’s “Health and Conduct Committee”. The referral is likely to be made either because of the seriousness of a problem or because problems have persisted despite support, advice and warnings. When a decision has been made to refer a student to the FTP Committee, a letter will be sent by the School to inform the student of the decision and to explain the reasons. The letter will explain that the student can appeal against the decision.

The School needs to provide the papers for the case

Once the decision has been made to refer a student to the FTP Committee, the School needs to assemble the papers, which will explain the background and the concerns. The papers might include the entire student record file, or they may just contain selected items. It is for the School to decide what it thinks is relevant and will assist the FTP Committee. Where there is a single issue, assembling the papers may be a simple task, but where there have been repeated problems spanning several years then assembling the papers may take a few weeks.

The Faculty cannot begin to organise the meeting until the papers have been received

The Faculty needs to have full details of the case before it can decide who might be suitable members of the Committee. The membership will partly depend on the programme the student is on. The Faculty must also ensure that the Committee does not include staff who have had significant previous involvement with the student (for example tutor, Academic Advisor, or member of the Health and Conduct Committee which considered the case), and information about staff who have been involved is only available once the full papers have been provided.

3. When will the meeting be held?

A stepwise process

The aim of the Faculty is to arrange the meeting as soon as possible, whilst ensuring that you have sufficient time to prepare for the meeting. The regulations state that students must be given at least 15 working days notice of the date of the meeting. In practice arranging a FTP Committee takes longer than that.

Step 1 is for the School to prepare the papers and send them to the Faculty.

Step 2 is for the Faculty to check the papers, to ensure they are complete, to find a date for the meeting, to find a Secretary for the meeting, and to find a suitable set of rooms, which provided the relevant staff (e.g. FTP Committee chair) are not on leave, does not usually take more than 10 working days. Once the date has been established, the Secretary will write and let you know.

Step 3 is for the Faculty to find Committee members. There are two limiting factors. One is the availability of staff. The other is that FTP Committees require members who work in the NHS, where strict rules prevent the cancellation of clinics or operating lists with less than 8-10 weeks notice.

Delays can occur

In practice, therefore, there may well be a delay of 3 months or more (from the date that the Faculty receives the referral papers) before the Committee can take place. There are 2 main reasons for delay. One is that in complex cases (for example one in which concerns span 2-3 several years), preparing the papers may take a little longer. Another is where there is a requirement for a health assessment before the FTP Committee is held, particularly where the student needs to be assessed by an independent specialist. Where a student fails to co-operate with health assessment, this can greatly add to delays in the case being considered by the FTP Committee, so it is most important fully to co-operate, for example by ensuring that appointments (for example at Occupational Health) are kept.

There may be reasons why the meeting needs to be held more speedily than this, in which case the Faculty will make every effort to expedite the meeting.

Appeals and complaints are likely to delay the FTP Committee meeting

Please note that the timetabling of an FTP Committee meeting is likely to be put on hold until the completion of (i) any outstanding academic appeals and student discipline cases (ii) the investigation of any complaints made by, or against, the student.

If you have any queries about timetabling of the meeting

If you have any queries about the timetabling of the meeting, please contact the Committee Secretary (if you know the name and contact details) or Kevin Hewitt, Teaching and Learning Adviser (Student Appeals, Complaints, Discipline and Fitness to Practise) (kevin.hewitt@manchester.ac.uk, <tel:0161-275-1305>). If there are any dates that you think might be particularly difficult for you or for your legal representative in the months ahead, make sure you inform Kevin Hewitt.

4. Before the FTP Committee Meeting

The Committee Secretary

Every FTP Committee has a Secretary, who organises the meeting, supplies copies of the papers, and who will supply you with the papers and notify you of the date, time and venue. The Secretary will be present throughout the meeting itself and will make a note of what is said which is used to help create the outcome letter (which is the formal record of the meeting), but the Secretary is not a member of the Committee and plays no part in the decision-making.

The FTP Committee Procedure is an important document

One of the first things you will be sent is the written regulations (called the ‘procedure’) that govern all matters relating to FTP. It is important that you read and understand them because they explain how the Committee meeting will be conducted and they list the possible outcomes. The procedure can be downloaded from the link below (see section containing “guidance”):

<http://www.mhs.manchester.ac.uk/intranet/admingroups/teachingandlearning/ftp>

The papers for the FTP Committee meeting

You will receive, well in advance of the FTP Committee meeting, two sets of papers, one for yourself and one for anyone who you ask to accompany you, or represent you, at the meeting. These papers will include the case from the School and information such as guidance from your professional regulatory body (e.g. GMC, GDC, GPhC, NMC, HCPC), which you should read because they set out the expected standards of behaviour of a health or social care professional. The Committee members will have received an identical set of papers – a fundamental rule is that they must not be given anything that has not been supplied to you. Make sure you read the papers carefully, and bring them with you to the Committee meeting because when asking questions the Committee is likely to make reference to the papers. You are welcome to make a list of any questions you have or any points with which you disagree, and to bring this list with you to the meeting, or you can include the list in your written submission (see next section).

Your written submission is most important

The Secretary will invite you to prepare a written submission which must be received not less than 10 working days before the meeting to enable it to be circulated to, and read by, the Committee and the School representative. You are encouraged to use this opportunity to set out your full response to any allegations. **The need to circulate the papers in advance of the meeting means that the deadline of 10 days is absolutely crucial.**

What to include in your written submission

The Committee needs to know in particular:

- whether or not you accept any allegations, criticisms or concerns;
- what explanations you have for your actions;
- how you plan to change your behaviour in the future (if you accept that change is needed);
- information about mitigating circumstances (events beyond your control, like a health problem, or financial or accommodation difficulties, or personal difficulties);
- favourable information such as previous good behaviour or evidence that your behaviour has improved;
- in cases of ill health how you plan to manage your health problems in the future.

The Committee cannot take into account information it has not received; if you are unsure whether or not something is relevant, it is better to mention it. This is your opportunity to ensure that your case is properly investigated and it would be unwise to omit information which could result in the Committee forming an impression which was not based on the whole truth.

Consider submitting additional evidence with your written submission

If you have mitigating circumstances, it is important that you supply documentary evidence. For example, if you (or a relative) have been ill and obtained medical treatment, and this has had an adverse effect on you, then make sure you obtain and supply a report from the doctor who has provided treatment.

The Committee will wish to learn of favourable information about you, such as positive reports from supervisors or testimonials (see below) from those who have taught you or employed you, so please feel free to include such material even if it has no direct bearing on the case against you.

Testimonials – who to approach

The best people to approach are individuals who can provide an **objective** opinion about you, and who have had direct contact with you **during your studies** as a student in Manchester. Friends and relatives, your former school teachers, and fellow students do not meet these dual criteria and are not recommended. It is permissible to approach people who know you in a capacity that has nothing to do with your studies, particularly someone who has employed you, but in terms of your future professional career the views of an individual not connected with health or social care may be less helpful.

Testimonials – two types

The writer of a testimonial will either know, or not know, the full circumstances of the case and the FTP-related concerns. Please tell anyone that you approach for a testimonial that it should be made clear in the document that is supplied what the writer knows about your case. There is no compulsion to tell the writer about the concerns, and it is perfectly valid and helpful, for example, to have a report about how excellent your performance was on a particular clinical placement – the fact that you subsequently did something wrong does not detract from an objective assessment of your performance at the time. However testimonial writers often wish to make broad statements about your character, and it is vital that the document makes it quite clear whether or not these opinions are being made in the full knowledge of the FTP-related concerns.

Testimonials – basic details always needed

Testimonials should include the name, address and contact details of the author, should if possible be signed, and should explain how the author knows you. When you submit testimonials, please make sure that your covering letter mentions if any testimonials were originally prepared for another reason (for example to support you at an attendance of a School's Health and Conduct Committee).

Unexpected new material may cause the Committee to have to adjourn the case

We have produced separate guidance regarding the potential consequences of submitting unexpected new material or information very late (for example a few days before the meeting, or during, or at the very end of, an FTP Committee meeting). The risk of suddenly producing new documents is that the Committee may have to adjourn the meeting, to allow for these new items to be considered, and it is likely to take some months to re-convene and conclude the meeting, which will inevitably delay the outcome and conclusion of the case. Each person's circumstances are different, and you should check with your Academic Advisor or your Programme Director/Manager if you need clarification about how such a delay (should it arise) might affect your studies. A copy of the guidance on the need to avoid the late submission of new material will be included in the papers which are sent to you. The guidance can be downloaded from the link below (see section containing "guidance"):

<http://www.mhs.manchester.ac.uk/intranet/admingroups/teachingandlearning/ftp>

You may have to attend the University Occupational Health Service

In cases where there are possible health, drug or alcohol related problems, either before an FTP Committee meeting, or sometimes following an FTP Committee meeting, you may be required to attend the Occupational Health Service. In addition, you may need to be seen by an independent expert, whose report would need to be available for the FTP Committee. It is particularly important that you attend any appointments with the Occupational Health Service and fully co-operate with the Department. When a student is referred to the FTP Committee, the student remains entitled to choose not to disclose specialist reports about their health to the FTP Committee. However unwillingness to disclose medical reports is likely to prevent the FTP Committee from making a decision about your FTP, which in turn is likely to have one or more consequences, which are explained in a separate item of guidance entitled "Student Fitness to Practise: Co-operation with Medical Assessments and Disclosure of Specialist Reports", which can be downloaded from the link below (see section containing "guidance"):

<http://www.mhs.manchester.ac.uk/intranet/admingroups/teachingandlearning/ftp>

5. The need to plan ahead

Do not put off planning for the FTP Committee meeting

As soon as you know that you have been referred to the FTP Committee, start to make plans for the meeting. **Do not wait until a few days before the meeting itself.** Things to do right away include:

(i) decide who you would like to accompany you and support you and **contact them without delay.** This is particularly important for students who wish to be supported by a medical, dental or pharmacy defence society, partly because occasionally these organisations decline to support a particular student, and partly to ensure there is plenty of time to prepare.

(ii) start to work on your statement/written submission, so that you can gradually work on it and obtain advice rather than leaving it to the last minute.

(iii) consider individuals to approach to prepare a statement in your support. If you approach a defence society sufficiently early, they may be able to act on your behalf to approach people you name.

6. Help and support is available

Please do not try to go through this process entirely on your own – take advice

Preparing for and attending an FTP Committee meeting is not something you should try to do on your own. Here is a list of possible sources of help and advice – what is available partly depends upon which School you are in.

- Your School's student support services:

- School of **Nursing Midwifery & Social Work**: Janet Ellis, Student Support Officer, tel:0161-306-7717, email: janet.ellis@manchester.ac.uk
- School of **Psychological Sciences**: Ryan Hurst, Student Support Officer/Quality Assurance Administrator, tel:0161-275-7332, email: ryan.hurst-2@manchester.ac.uk
- School of **Dentistry**: Dr Rebecca Craven, Senior Tutor, tel:0161 275 8945, email: rebecca.c.craven@manchester.ac.uk
- Manchester PharmacySchool: Suzanne Davies, Undergraduate Manager, tel:0161-275-2334, email: suzanne.davies@manchester.ac.uk
- **Medical School** (1) Stopford Building: Student Welfare and Professionalism (SWAP) office, tel:0161-275-1452, email: med.swap@manchester.ac.uk
- **Medical School** (2) Teaching Hospital Sectors (students from year 3 onwards): contact the undergraduate teaching office in your sector:
Central: tel: 0161 276 4734/4270, cmft.swap@manchester.ac.uk
South: tel: 0161 291-4304/4925, uhsm.swap@manchester.ac.uk
Salford: tel: 0161 206 2192, srft.swap@manchester.ac.uk
Preston: tel: 01772-524 924/528 265, lthr.swap@manchester.ac.uk

- Your Academic Advisor, or personal tutor, or any other senior member of University staff

- University of Manchester Students Union Advice Centre (open Mon-Fri 10am-4pm, ground floor Student's Union) tel:0161-275-2952, email: advice.su@manchester.ac.uk

Obtaining legal advice and representation

The University will not pay for your legal representation. However free membership of the Medical Protection Society (MPS - tel:0800 561 9090 or 0113 241 0200), the Medical Defence Union (MDU - tel:0800-716-376) and the Medical & Dental Defence Union of Scotland (MDDUS – tel:0845-270-2034) is available to medical and dental students. If they wish, medical and dental students can be a member of more than one such organisation. Pharmacy students can obtain legal advice and representation from the Pharmacists' Defence Association (PDA – tel:0121-694-7017). Students who are members of a trade union, such as the British Medical Association, the Royal College of Nursing, or Unison, can obtain legal advice and representation. If you are a member you are strongly encouraged to make contact

with your defence society or trade union, and to do so **without delay**. 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 your written submission. In addition to helping you prepare for the FTP Committee meeting, your defence society or trade union may send a medico-legal adviser, a solicitor or a barrister to represent you at the Committee meeting. Another reason for not delaying contacting your defence society or trade union is that one or other may **decline to support you**, in which case (if you are a member of more than one) you will need to contact another one (their policies about supporting students at FTP Committee meetings are quite different).

Consent is needed for communication with your representative

If you are professionally represented by someone from outside the University, for example by the MPS, the MDU, the PDA, the BMA or the RCN, then your representative will almost certainly wish to communicate with the FTP Committee Secretary. However all student matters are confidential, and the University is not allowed to discuss your case with your representative without receiving a signed letter from you giving your written consent. So if one of these organisations agrees to help you, the first thing to do is to write to the Committee Secretary (if you do not already know the name and contact details see next paragraph) enclosing your written consent to communication between the University and your representative.

If you have queries or questions

The FTP Committee is managed by the Faculty of Biology, Medicine and Health. If you have any queries or concerns, and if you do not know the name of the Committee Secretary for your case, your point of contact should be Mr Kevin Hewitt, Teaching and Learning Advisor (Appeals, Complaints, Discipline and Fitness to Practise) (email: kevin.hewitt@manchester.ac.uk, tel: 0161 275 1305), Faculty of Biology, Medicine and Health, Room 3.21, Simon Building, Brunswick Street, Manchester M13 9PT.

7. At the meeting

Make sure you arrive on time

Avoid arriving late, as this will create a bad impression.

Please do not come alone, but arrange for someone to accompany you

The FTP procedure (see footnotes 1 and 2 on page 2 of the procedure) will explain who is allowed to accompany you to the Committee meeting. You are encouraged not to come alone, and do your best to make sure you are accompanied, as there are likely to be occasions when you would like to discuss things with someone.

You must make sure the Committee Secretary knows who will be accompanying you.

Make sure you inform the Committee Secretary who will be accompanying you. Examples of people who are allowed to accompany you would be another student (from the same course, or another course), a member of University staff (e.g. your personal tutor or academic advisor), someone from the University of Manchester Students' Union, someone from the British Medical Association or Royal College of Nursing (if you are a member) or a representative of a defence society (e.g. legal advisor, solicitor or barrister). If you are in difficulty (if for example a defence society is unwilling to support you) please contact the Committee Secretary.

You may not be accompanied by more than one person

You may only be accompanied by **one** person, so, for example, if you are being supported by a defence society you must decide whether to be accompanied by a legal adviser, or a solicitor or a barrister, but not more than one of these. Where possible a private room is provided for your use, and there is no objection, if you wish, in bringing along other people (for example a relative, a partner or a friend) who can use that room, and to whom you can speak during breaks in the meeting, but these additional individuals are not permitted to be present in the meeting. Usually the room provided cannot be locked, so do not leave any property in the room.

Be prepared to stay all day

It is impossible to predict how long an FTP Committee meeting will take, but it can last all day and it is best to prepare for this.

Bring food and drink

A lunch break is usually only for 30 minutes, leaving little time for you and your representative to go and get lunch, and it is sensible for you and your representative to come prepared with some food and drink.

Bring your copy of the papers to the Committee meeting

There is bound to be reference to the case papers, so make sure you bring along your own copy of the papers.

A basic outline of the FTP Committee meeting process

The School representative will be at the meeting to explain to the Committee the School's concerns about you. You are there to respond to those concerns. The Committee is neutral. It is not on either side. The job of the Committee, having read the papers, and having put questions to the School representative and to you, is to understand the case, to arrive at conclusions about the facts of the case, and to make a decision about the outcome.

Questions for the School representative and for you

The running order for the meeting is:

1. after the School representative has introduced the case, the Committee will put questions, first of all to the School representative and then to you. It is a good idea to be ready to take notes while the School representative is being questioned, just in case something that is said is not clear, seems inaccurate, or in case any questions occur to you that you would like to ask when it is your turn to question the School representative;
2. when the Committee has finished questioning the School representative, you (or your representative) will be invited to question the School representative. Before this happens, you will be asked whether you wish to take a few minutes in order to prepare your questions with your representative, and the Chair will be very happy to accommodate such a request;
3. when the questioning of the School representative has been completed, it will be your turn to answer questions (which only you may answer, your representative will not be able to answer on your behalf), and then the School representative will be invited to

ask you questions. If you wish, you (or your representative) may make an opening statement before you are questioned.

4. if you have a representative, then **after** the Committee and the School have questioned you, your representative may wish to put questions to you.

At the end of the questioning, you will be able to make some concluding remarks, an opportunity for you to tell the Committee anything you wish. Whoever accompanies you will also be asked if he/she wishes to say anything on your behalf.

If you need a break during the FTP Committee meeting just ask

The Chair will try to ensure that there are regular breaks, but if for any reason you are finding it difficult please feel free to ask for a short break. If you become emotional do not be afraid to ask for some time to compose yourself.

Try to speak slowly and clearly

The Committee Secretary, and some members of the Committee, will be making notes, so please speak clearly and do not speak too fast. It is not permitted to make a recording of the meeting.

If you have a disability

If you have a disability and need special arrangements please let the Committee Secretary know well in advance of the meeting.

The Committee membership

In addition to the Chair, there will be at least one Committee member from your School, and another from another School in the Faculty. Panel membership may also, depending upon the case, include other members of staff, staff from service partners (e.g. the NHS) and lay people.

The Committee should not include anyone with whom you have had significant personal contact (e.g. a tutor, Academic Advisor or supervisor). If a panel member had given you one or more lectures, that would not be a problem. However someone who has been involved in making decisions about you (e.g. the decision to refer you to the FTP Committee) or who has complained about you should not be on the Committee.

If you are on a very small programme where all the staff know all the students very well, then instead of the Committee including at least one individual from your School, to ensure that the Committee is independent it may be necessary for the Committee to include one or more members from another institution.

You will be notified in advance of the names of the Committee, and if there is anyone with whom you have had significant contact, or to whom you object, you should let the Committee Secretary know immediately, explaining the reasons for your concern.

The powers of the FTP Committee

The powers of the Committee are listed in Section 5 of the FTP Procedure. The powers range from dismissing the case (and allowing the student to continue on the programme) to excluding the student (and terminating the studies of the student). The Committee can require a student to attend a further FTP Committee meeting, which happens where there is a need to review a case after a period of time has elapsed.

Attendance at the FTP Committee is obligatory

You must attend the Committee meeting. If you are too ill to attend, you will need to have supplied a medical certificate to the Committee Secretary. If you do not attend without a reasonable explanation, the Committee has the power to consider the case in your absence.

8. Be honest

Telling the truth

It is most important that you tell the truth at all times, both when preparing your written submission and when you are answering questions at the meeting itself. Honesty and trustworthiness are virtues that the panel will be looking for when they are considering your case.

Being honest is more than telling the truth

Acting honestly means more than simply answering questions truthfully. It would be dishonest to allow a Committee to gain a false impression of a situation even if one did not actually lie to do so.

9. After the meeting

The outcome of the case

The outcome is not likely to be available on the day of the meeting.

Occasionally the Committee will need additional time to make its decisions. If this occurs and means that the outcome letter will be delayed, you will be notified.

Within five working days of the FTP Committee making its decision, you should be sent a letter from the Secretary to the Committee which explains the outcome. To ensure this reaches you without any delay you should make sure that the Committee Secretary has your correct and up-to-date mail and email address. A copy of the letter will be sent to the Head of School, the Director of your programme, in the case of clinical medical students your Hospital Dean, and, if you wish, any legal advisor who accompanies you. Depending upon the circumstances, a copy will also be sent to staff in student support, the Occupational Health service, the Disability Support Office, the relevant health/social care regulator and/or (in the case of a medical student) the Dean of Postgraduate Medical Studies.

If you are unhappy with the outcome letter

As explained in the FTP Procedure, if you are unhappy with the contents of the outcome letter you have the right to appeal. The details of how to do this are explained in the FTP Procedure. If you are unhappy with the outcome of an appeal, then you may be able to make a complaint to the Office of the Independent Adjudicator for Higher Education (OIA), a national body the function of which is to consider complaints by students once University procedures have been completed. The Students' Union provides advice on the appeals process and dealing with the OIA.

Medical students must disclose having attended the FTP Committee when applying for provisional registration with the General Medical Council (GMC)

When applying for provisional registration with the GMC, the GMC will ask the applicant if he or she has attended a FTP Committee, and this question must be answered truthfully.

Where a medical student has attended an FTP Committee, and this has been disclosed to the GMC during the process of applying for provisional registration, the GMC will usually investigate the case, and will require sight of the full FTP Committee case papers.

Medical students who have attended a FTP Committee are advised to inform the GMC 6 months before the expected date of graduation, to give the GMC sufficient time to investigate the matter.

The General Medical Council (GMC) is not bound by the decision of the FTP Committee

The fact that an FTP Committee has found a medical student is fit to practise and permitted to continue does not guarantee that the GMC will agree and grant provisional registration. For a variety of reasons (for example a student who has not fully co-operated with the medical school, or a student who has failed to disclose one or more criminal matters), every year the GMC declines to grant provisional registration to a small number of new UK medical graduates.

10. Frequently asked questions

Am I suspended or interrupted while waiting for the Committee meeting?

If your studies have been interrupted, or if you have been suspended, then you should already have been told this by your Programme Director. If there are any restrictions on what you can do, for example not being allowed to go on placements or use the University library, then you should have already been informed.

Can I continue on the programme after the FTP Committee meeting?

That will be a decision for the FTP Committee. The Committee is most reluctant to discontinue studies, and will always consider ways that this can be avoided if possible.

What can I do to make myself look better?

You should not feel under pressure to accept any allegations which you feel are untrue or incorrect, but if you accept that the allegations are correct and fair then it is helpful to acknowledge this and explain what steps you have taken to improve or correct the position and what you will do in the future to prevent similar problems occurring.

Will tutors, supervisors, mentors or teachers be informed of my FTP referral?

Whilst your Programme Director is likely to be informed, other staff involved in supervising or teaching you will probably not be informed.

Will I have to tell anybody I have been referred to the FTP Committee?

It may be necessary for the FTP Committee outcome letter to be copied to others as explained above. If when applying for registration with a regulator, or when applying for a job, you are asked if you have been referred to a FTP Committee, then you must give an honest answer. It is a matter that may well be mentioned when a member of staff of the University writes a reference on your behalf.

Should I tell my employer I have been referred to the FTP Committee?

Many students have part-time employment. If that employment involves health or social care (for example working as a carer, or a nursing aide) or is in a health or social care environment, it is **absolutely essential** that you immediately notify your employer that you have been referred to the FTP Committee and the reasons for that referral. It would be considered dishonest to conceal this information.

Can a placement provider (such as a hospital trust) refuse to permit me a placement?

This is not uncommon at the stage your case is under investigation or awaiting consideration by a criminal court or by the FTP Committee. However NHS trusts can only consider the details of an individual student case, and the School can only discuss your case with a placement provider, if you have consented to this.

What if I withhold my consent for the School to discuss my case with a placement provider?

You need to be aware that if you withhold your consent for this discussion then the consequences could be to delay your return to the programme. In the case of a programme such as nursing or midwifery that is strictly time-limited (by the NMC 5 Year rule) this delay could prevent your completion of the programme.

Professor T J David

Academic Lead for Student Fitness to Practise

Faculty of Biology, Medicine and Health, University of Manchester