



Practicing Privileges Standards Policy

Inmind Reference:	HR10
Category:	Human Resources
Version Number:	1.2
Reviewed on:	February 2018
Next review date:	February 2020
Lead Officer:	HR Manager
Equality Impact Assessment completed:	Yes

Applicable Legislation/Regulations:

The Health and Social Care Act 2008
The Care Act 2014

Codes of Practice:

Purpose:

To ensure that all healthcare professionals granted Practicing Privileges within Inmind Healthcare Group's services are subject to appropriate checks and monitoring to safeguard those using the services.

Version Control Table

Date Ratified	Version Number	Status
	1.2	Live

Date	Key Revision
11/02/18	Formatting changes only

Please check to ensure this is the most current electronic copy of this document as it is updated and published in electronic format only (hard copies may become out of date).

1.0 The Policy

- a) Inmind Healthcare Group as a registered service provider, will ensure that the services being provided by independent healthcare professionals are subject to the quality assurance systems required by the regulations.
- b) Health care professionals who are not employed on the Inmind payroll can be granted “practicing privileges” when the following have been completed:
- An up-to-date C.V., had an interview and demonstrated experience and knowledge in the care and treatment relating to the area in which they are going to work.
 - Satisfactory references are obtained (in accordance with NHS Safer Recruitment guidance)
 - Qualifications relevant to the post have been verified
 - Verification of registration with appropriate professional regulatory body and up to date registration
 - Verification of professional indemnity insurance
 - Completion of statement of fitness to practice
 - Verification of a satisfactory Enhanced Disclosure & Barring Service check
 - Confirmation of eligibility to work in the UK

2.0 The Procedure

- a) It is the responsibility of the Registered Manager to ensure that all non-employed practitioners sign a statement agreeing to an outline of their duties and responsibilities, and acceptance of the services policies and procedures, including the complaints procedure.
- b) Practicing privileges will be reviewed every two years or sooner if deemed necessary and a formal letter will be sent to the practitioner confirming the privilege.
- c) The Registered Manager will report to the Care Quality Commission any allegation of misconduct of actual or potential harm to a service user. This applies to all persons obtaining practicing privileges at the Hospital.
- d) Any incidents involving such practitioners should be reported in accordance with standard incident reporting procedures.
- e) The Registered Manager will inform the Board of Directors immediately of the action taken.

Appendix 1

Equality Impact Assessment for this policy

Protected Characteristic (domain)	Area of conflict	Resolution
Age	Nil	N/A
Disability	Nil	N/A
Gender Reassignment	Nil	N/A
Pregnancy & Maternity	Nil	N/A
Race	Nil	N/A
Religion or Belief	Nil	N/A
Sex	Nil	N/A
Sexual Orientation	Nil	N/A
Marriage and Civil Partnership	Nil	N/A

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to diversity in race, faith, age, gender, disability and sexual orientation. If you feel you are disadvantaged by this policy, please contact the Registered Manager and the service will actively respond to the enquiry.