



# Developing the UK medical register: a public consultation

Working with doctors Working for patients

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General  
Medical  
Council

## Why are we running this consultation?

The List of Registered Medical Practitioners (LRMP – also called the medical register) is the unique national database of doctors registered and licensed to practise medicine in the UK. We want to improve the register so it provides more and better information, and is easier to use.

Our ambition is to have the most advanced, transparent register in the world. To achieve this, the register must:

- continue to be a trusted source of reliable, validated information
- provide information that is relevant and useful to those who wish to consult it
- command the confidence of doctors about the information the register holds about them
- reflect changing public expectations about the information patients wish to know when accessing healthcare
- exploit technological advances for the provision of online information
- be accessible and meaningful to expert and non-expert users.

We are seeking views on how we can achieve this.

## What is the scope of this consultation?

We are seeking feedback on our vision for the register and how it can be more open, relevant and useful. This includes considering:

- how the register can better reflect a doctor's past attainment and current capabilities
- how we make sure the register is flexible enough to adapt to changes in regulation, such as the introduction of new qualifications or forms of accreditation
- how to safeguard the integrity of the register while increasing the range of information it shows
- the balance between the openness of a public register and doctors' privacy
- ways to improve the experience of everyone who uses the register and to make it as accessible as possible.

## **How do I take part?**

There are 13 questions in the consultation document. You do not have to answer them all.

The consultation is open until 7 October 2016. You can answer the questions online on our [consultation website](#) or simply answer the questions using the text boxes in this consultation document and email your completed response to [LRMPconsultation@gmc-uk.org](mailto:LRMPconsultation@gmc-uk.org) or post it to:

Regulation Policy Team  
General Medical Council  
Regent's Place  
350 Euston Road  
London  
NW1 3JN

## **What will happen next?**

We will review all the responses to the consultation and consider any changes to our proposals. We will report the outcome of this consultation, along with recommendations on next steps, to our Council – our governing body – in December 2016. The Council will then decide how to take forward the medical register.

## History of the medical register

The list of registered doctors was first published in 1859. It was created to help patients and the public distinguish between qualified and unqualified doctors.

We no longer publish the register as a physical book (which would quickly become out of date) – instead, we now publish it online as the List of Registered Medical Practitioners (LRMP), so that it can be updated in real time to show the current list of who is registered and has a licence to practise medicine.

It is the only up-to-date, publically-accessible database of all doctors eligible to practise in the UK. Anyone who wants to check a doctor's registration and licence status can do so through our website ([www.gmc-uk.org](http://www.gmc-uk.org)) at any time.

However, while the technology has changed, the content of the register today is not very different from the 19<sup>th</sup> century version. It contains basic registration information, but says little about a doctor's actual practice. Yet the evidence\* suggests that those who use the register want more from it.

### BOX 1: Information already on the medical register

GMC reference number	Names	Gender	Year of qualification	Register status- eg any restrictions
Primary medical qualification	Provisional registration date	Full registration date	Specialist Register entry date	GP Register entry date
Details of designated body a doctor is assigned to and the Responsible Officer of the designated body	Annual retention fee due date	Employment check requirement details	If a doctor is recognised as a GP trainer (as of January 2016)	Doctors in training: their programme specialty
Doctors in training: deanery or local education and training board they are attached to				

\* See [Reviewing the LRMP: Options for Development](#)

## The purpose of the medical register

The medical register is intended to provide information about individual doctors practising in the UK. It is for patients, employers and commissioners of services and indeed anyone with an interest in the care and treatment doctors provide. Where appropriate the information should help users make decisions about who to trust with their care or who to employ or contract with.

While the register has remained largely unchanged since it was first published, the complexity and context of medical practice, patient expectations and culture have all changed beyond recognition.

Today, there is a much greater need (and demand) for information about health professionals and an expectation of openness. The way healthcare is delivered and accessed will continue to change. Knowing whether or not someone is a doctor may be necessary but it is no longer sufficient.

### BOX 2 – CASE STUDY

#### Existing websites already provide more in-depth information

The profession is already taking the lead in publishing greater information about clinical outcomes and other data, such as measures of patient experience and details of training.

A number of sites are leading the way in enhancing transparency and patient choice, by making more information available to the public.

Sites such as [NHS Choices](#) let patients search for health services in their local area, find local GP surgeries and see performance ratings, as well as view the services a practice offers. Patients can also search for consultants in their local area who specialise in cardiac surgery, for example. The site also shows patients whether a doctor is registered with us, where they work and which other areas of medicine they specialise in, as well as showing performance data about the doctor.

[IWantGreatCare.org](#) also lets patients search for health services in their area and gives information on a doctor's areas of speciality, their special interests, and locations of work, as well as providing patient reviews.

If the medical register is to remain relevant and useful, it must evolve to meet the changing needs of those who use it. The information it provides must not only be useful, it must also be easy to understand and accessible to everyone who wants to use it.

Although in some respects the core purpose of the register remains the same, we believe we need to make more information available to meet today's expectations.

**Q1. Do you agree with the purpose of the medical register described in this section of the consultation?**

Yes       No       Not sure

**Further comments**

**Q2. Do you think the register should serve any additional purpose? If so, what should that be?**

Yes       No       Not sure

**Further comments**

## What the evidence tells us about the register

More people are seeking information about doctors. Last year, there were nearly 7 million searches of the UK medical register and the number of searches has more than doubled in the last year.

A GMC-commissioned study last year explored how the medical register is used and how it could become more responsive.

The research found that the current register provides limited information compared with registers in other countries and that it has not kept pace with advances in technology, changes in expectations about access to information and the expansion of the GMC's own functions. It also found that the usability, design and functionality of the online register could be improved. In particular, it concluded that a more detailed and responsive search function was needed, which would make it easier to interpret the information.

### BOX 3 – CASE STUDY

#### How do other registers around the world compare to ours?

Our research found that in other countries, such as Canada, Australia and New Zealand, medical registers provide a lot more information compared with ours.

Their medical registers give information on a doctor's specialty, qualifications and geographical area. The register in Canada also includes information about additional practice locations and languages spoken.

In the UK, both the General Dental Council and the Nursing and Midwifery Council also give greater information on their registers and allow users to search by specialty.\*

\* Both organisations are currently exploring how to develop their registers.

As in Canada, New Zealand and Australia, the UK register provides specialty information through the GP Register and Specialist Register. However, although this shows the specialty in which a doctor originally trained, it is not necessarily an accurate reflection of a doctor's subsequent career or current scope of practice. For example, it is likely that around 14% of doctors on the Specialist Register are no longer working in their registered specialty.\*

As such the register is at best a limited, and at worst a misleading, account of a doctor's current practice. Clearly if it records each doctor's actual scope of practice alongside their registered specialty it is much more likely to be useful and relevant to anyone using it.

\* Report of the Specialist Register Review, GMC Council paper 2007.

### **BOX 3 – CASE STUDY**

#### **An incomplete picture**

If you look up the register entry for the GMC's Responsible Officer and Senior Medical Adviser – and currently acting Director of our Education and Standards directorate – Dr Judith Hulf, it tells you:

- where and when she qualified
- the body that awarded her qualification – the University of London.

It also tells you that she has additional qualifications from the Royal College of Physicians of London and the Royal College of Surgeons of England – the old conjoint examination. The register also tells you that she is on the Specialist Register as an anaesthetist, that she continues to hold a licence to practise and is revalidated by NHS England (Regional Team – London).

But there is nothing about Dr Hulf's current work or her experience in the intervening years. Much of the information is at least 20 years out of date. It does not tell you if she is currently working as an anaesthetist or where she is employed. It makes no mention of her training, qualifications and experience after medical school up to and beyond her specialist registration.

You would not know from the online register that she developed her practice as a general and cardiothoracic anaesthetist and held a consultant post at the Middlesex Hospital (later University College London Hospitals NHS Trust) for 32 years. It does not record that she was President of the Royal College of Anaesthetists or that she now works for us.



## Establishing some principles for developing the register

We have a legal duty to include certain information in the published register. This includes a doctor's name, registered qualifications, whether or not they hold a licence to practise, and the details of any GP or Specialist Register entry they may hold.

The law also allows us to publish 'such other particulars' as we may direct. In thinking about extending the range of information that should be available on the medical register, we need to consider the principles and practicalities involved.

The starting point should be the principles. We believe that information published on the online register:

- must be consistent with our statutory objectives: to protect, promote and maintain the health, safety and wellbeing of the public; to promote and maintain public confidence in the medical profession, and to promote and maintain proper professional standards of conduct for members of that profession
- must be consistent with the purpose of the register
- must provide a meaningful account of a doctor's actual scope of practice
- must be capable of verification and validation
- must be practical and cost effective to collect and maintain
- must be factual and not permit subjective claims, such as the superiority of the doctor's practice
- must not jeopardise the reasonable expectations of doctors about their privacy and safety
- must have regard to equality and diversity considerations.

**Q3. Do you agree that these are the right principles to guide the inclusion of additional information on the register?**

Yes       No       Not sure

**Further comments**

**Q4. Are there other principles that should be included? If so, what are they?**

# Introducing a tiered register

We believe the most effective way to develop the register consistent with the principles above is by creating separate tiers of information.

## What would Tier 1 include?

Tier 1 would contain the regulatory information that we require by law, including all the information that currently appears on the register. To protect the accuracy and integrity of the register, it would include only information that we had validated. For example:

- name
- qualifications
- gender
- specialist, sub-specialist or GP registration details
- licence status
- fitness to practise history.

## What would Tier 2 include?

Tier 2 would contain only information that a doctor has voluntarily offered for inclusion on the register. It would also be consistent with the principles described above and limited to specified categories of information.

For example, it could include:

- recognised credentials
- completion of a national medical licensing examination
- higher qualifications
- scope of practice
- declaration of competing professional interests
- languages spoken
- practice location
- registrant photo
- a link to the website of the place where they work

- a link to recognised feedback websites.

The register would make clear that doctors had voluntarily provided Tier 2 information. It may be subject to periodic audit to check its accuracy, but would not be routinely verified at the point of inclusion in Tier 2 of the register.

We would expect doctors who provide information to have regard to their professional duties under paragraphs 65–80 of *Good medical practice* to act with honesty and integrity. It would also be their responsibility to keep the information up to date.

## **What are the benefits of a tiered register?**

Tier 2 data will enable the register to provide a much richer description of a doctor's professional life than is currently possible. As the additional information would be provided voluntarily, there would be no obligation on those who do not wish to provide this sort of information.

## **What are the disadvantages of a tiered register?**

The disadvantage of this model is that, initially at least, not all doctors will wish to provide Tier 2 information for their register entry. There would therefore be some inconsistency in the information available for those using the register.

**Q5. Do you agree that we should develop a tiered approach to information on the register along the lines described? Why?**

Yes       No       Not sure

**Further comments**

## Balancing openness and the privacy of individual doctors

For many doctors there is already a lot of information about them in the public domain. At the same time, privacy and safety can be significant and legitimate concerns for doctors. It is therefore important to recognise doctors' right to a private life and to have their data protected, while at the same time recognising the privileges of practising medicine and the resultant need for a register that is open and informative about their practice.

Individual doctors must not be unfairly disadvantaged or unfairly discriminated against because of the information about them on the register and of course their safety must not be compromised. For example, we are aware that providing certain types of information about doctors working in sensitive areas may pose a risk. Making such information Tier 2 voluntary data should address this risk.

There is also the risk that information on the register may be subject to misuse and misinterpretation. For example it is possible that those who access the register may hold doctors who voluntarily provide additional information about their practice in higher regard than those who, for justifiable reasons, do not provide additional information. In the end, just as it is for doctors to decide how much, or how little, information they want to provide, it must be for patients and others consulting the register to make choices based on the information available to them.

**Q6. Do you agree that making provision of some categories of registration information voluntary would help mitigate some of the possible disadvantages of our proposed two-tier model?**

Yes

No

Not sure

**Further comments**

**Q7. Are there particular groups who would be helped or disadvantaged by our approach to providing more information on the register? If so, which groups and why?**

Yes

No

Not sure

**Further comments**

**Q8. Are there other disadvantages associated with the two tier model which we have not considered here? If so, how might they be mitigated?**

Yes

No

Not sure

**Further comments**

# Categories of information to include on the register

Our research shows that users were keen to see the register offer a greater range of information, but there were different views about what this should be.

**Q9. Which of the following categories of information do you think would be useful to include on the register? Please indicate whether this should be Tier 1 information, Tier 2 information, or if neither please leave blank.**

Category	Useful to include on the Register	To include as Tier 1 information	To include as Tier 2 information
Employment history	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Languages spoken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conflicts of interest/competing professional interests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scope of practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practice location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Credentials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Links to data held and verified by other recognised bodies, such as medical royal colleges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registrant's photo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A link to the website of the place a doctor works	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A link to recognised feedback websites	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We anticipate that the information on the different tiers would develop according to changing needs. The examples shown above may therefore provide a starting point, but should not be viewed as fixed or exhaustive.

**Q10. If there are categories of information listed above that we shouldn't attempt to collect, please explain why.**

All of the above categories are not relevant to the GMC register and are open to manipulation by some doctors.

The members of the public who rely on the GMC register may feel that a doctor who has not submitted the above information is less qualified or experienced than one who has.

**Q11. What other categories of information would you find useful to include on the register?**



## Collecting and validating additional information

We already hold information about doctors' practice gathered, for example, from registration applications, the national training survey, revalidation and fitness to practise processes.

The principles for expanding the register make clear that the collection of additional information must be practical and cost-effective and not impose disproportionate burden.

We are considering two further ways of collecting and maintaining registration information:

- An annual return of information that doctors would give us
- The ability for doctors to update their registration information online.

It would be for doctors to maintain their registration record. But since the additional information to be collected and maintained would be Tier 2 voluntary information and provided online, the burden for doctors should be minimised.

We would audit a sample of doctors' entries to check that the information provided was accurate and up to date.

**Q12. Do you agree it is sufficient for Tier 2 information to be subject to verification through sample audit, provided the status of the information is made clear to those consulting the register?**

Yes       No       Not sure

**Further comments**

## **Improving the experience of those who use the register**

We want to make changes to the look, feel and usability of the register.

In particular, the public now expects information, which in the past was limited to experts, to be available to them. And they expect that data to be provided in an easily-accessible and understandable format.

Our ambition is to provide an easy, joined up, personalised experience for everyone using the medical register – that means the information should be set out in plain English, is easy to find, use and understand. We also want to make sure it is straight-forward and cost-effective to create, publish and manage.

### **What could the medical register look like in future?**

Research showed that users would like information on the register to be more easily searchable, patients and the public wanted to be able to search for doctors in their local area, or find doctors who are practising in a particular speciality.

Below is an example of what the register could look like in the future.

Search bar with magnifying glass icon

Advanced search

REFINE SEARCH

Clear All

SECTOR

- NHS [5]
- NHS and Private [7]
- Private [2]

SPECIALTIES

- Anaesthetics [1]
- Chemical Pathology [1]
- Clinical Genetics [2]
- Dermatology [2]
- General Internal Medicine [1]
- Neurology [1]
- Old Age Psychiatry [2]
- Ophthalmology [2]
- Plastic Surgery [1]

GENDER

- Female [6]
- Male [8]

Search result: [grid icons]



GMC Reference Number: 94164728

LINDEN EVERILL-ADAMS

Not Registered - Having relinquished registration

Primary address: 194 Wroughton Rd, London, SW11 6BG, UK

Secondary address: 166 Reginald Rd, Maidstone, BZ98 7YT, UK

♂ Male 📅 Specialist Register entry date: 20 Jan 1997



GMC Reference Number: 94894265

WILFRED ADAMS

✓ Registered with a licence to practise; this doctor is on the GP and Specialist registers

Primary address: 237 Wandon Rd, London, LR12 4XP-UK

♂ Male 📅 Specialist Register entry date: 22 Feb 1996



GMC Reference Number: 97895265

OTTOLINE ADAMSEN

Suspended

Primary address: 132 Reginald Rd, Maidstone, BZ98 7YT, UK

Secondary address: 211 Harrow Rd, Leighton Buzzard, LU7 4UQ, UK

♀ Female 📅 GP Register entry date: 26 Jun 2008



GMC Reference Number: 90730765

AZALEA ADAMSON

# WILFRED ADAMS

GMC Reference Number: 94894265



PROFILE CONTACT DETAILS ACADEMIC PROFILE EMPLOYMENT HISTORY PROFESSIONAL PROFILE RESEARCH

## SPECIALIST REGISTER ENTRY DATE ?

19 November 1999

## GP REGISTER ENTRY DATE ?

01 February 1998

## FULL REGISTRATION DATE ?

22 February 1996

## REVALIDATION INFORMATION ?

29 January 2011

**i** This doctor is subject to revalidation

## SCOPE OF PRACTISE

Anaesthetics

## TRAINING INFORMATION ?

**i** This doctor is a trainer approved by the GMC

### i STATUS



Registered with a licence to practise; this doctor is on the GP and Specialist registers

### 🏥 SPECIALISM

Anaesthetics

### 🔗 SUB SPECIALISING IN

Pediatric Anaesthetics

### 🏢 SECTOR

NHS and Private

### 🇫🇷 LANGUAGES


French

### 👏 SIGN LANGUAGE

## WEBSITE

<http://www.uhs.nhs.uk/ContactUs/Directoryofconsultants/Consultants-by-service/WilfredAdams.aspx>

**Q13. If you've used the online register, do you have any thoughts on how we can improve it and make it more user friendly?**



# About you

Finally, we'd appreciate it if you would please give some information about yourself to help us analyse the consultation responses.

## Your details

**Name** Marilyn Benham

**Job title (if responding as an organisation)** Chief Executive Officer

**Organisation (if responding as an organisation)** British Association of Dermatologists

**Address** Willan House  
4 Fitzroy Square  
London W1T 5HQ

**Email** marilyn@bad.org.uk

**Contact telephone (optional)** 0207 383 0266

Would you like to be contacted about our future consultations?

Yes

No

If you would like to know about upcoming GMC consultations, please let us know which of the areas of the GMC's work interest you:

Education

Standards and ethics

Fitness to practise

Registration

Licensing and revalidation

### Data protection

The information you supply will be stored and processed by the GMC in accordance with the *Data Protection Act 1998* and will be used to analyse the consultation responses, check the analysis is fair and accurate, and help us to consult more effectively in the future. Any reports published using this information will not contain any personally identifiable information. We may provide anonymised responses to the consultation to third parties for quality assurance or approved research projects on request.

The information you provide in your response may be subject to disclosure under the Freedom of Information Act 2000 which allows a public access to information held by the GMC. This does not necessarily mean that your response will be made available to the public as there are exemptions relating to information provided in confidence, and information to which the Data Protection Act 1998 applies. You may request confidentiality by ticking the box provided below. Please tick if you want us to treat your response as confidential.

## Responding as an individual

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Are you are responding as an individual?

- Yes  No

If yes, please complete the following questions. If not, please complete the 'responding as an organisation' section on page 49.

Which of the following categories best describes you?

- Doctor  Medical educator (teaching, delivering or administering)  
 Medical student  Member of the public  
 Other healthcare professional  
 Other (please give details) \_\_\_\_\_

### Doctors

For the purposes of analysis, it would be helpful for us to know a bit more about the doctors who respond to the consultation. If you are responding as an individual doctor, would you please tick the box below that most closely reflects your role?

- General practitioner  Consultant  
 Other hospital doctor  Trainee doctor  
 Medical director  Other medical manager  
 Staff and associate grade (SAS) doctor  
 Sessional or locum doctor  Medical student  
 Other (please give details) \_\_\_\_\_

If you are a doctor, do you work  full time?  part time?

What is your country of residence?

- England  Northern Ireland  Scotland  Wales  
 Other – European Economic Area  
 Other – rest of the world (please say where) \_\_\_\_\_



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**Would you be happy for your comments in this consultation to be identified and attributed to you in the reporting?**

Happy for my comments to be attributed to me

Please keep my responses anonymous

To help ensure that our consultations reflect the views of the diverse UK population, we aim to monitor the types of responses we receive to each consultation and over a series of consultations. Although we will use this information in the analysis of the consultation response, it will not be linked to your response in the reporting process.

**What is your age?**

Under 25

25–34

35–44

45–54

55–64

65 or over

**Are you:**

Female

Male

**Would you describe yourself as having a disability?**

Yes

No

Prefer not to say

The *Equality Act 2010* defines a person as disabled if they have a physical or mental impairment, which has a substantial and long-term (ie has lasted or is expected to last at least 12 months) and adverse effect on the person's ability to carry out normal day-to-day activities.

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**What is your ethnic group? (Please tick one)**

**White**

- English, Welsh, Scottish, Northern Irish or British
- Irish  Gypsy or Irish traveller
- Any other white background, please specify \_\_\_\_\_

**Mixed or multiple ethnic groups**

- White and black Caribbean  White and black African  White and Asian
- Any other mixed or multiple ethnic background, please specify \_\_\_\_\_

**Asian or Asian British**

- Indian  Pakistani  Bangladeshi  Chinese
- Any other Asian background, please specify \_\_\_\_\_

**Black, African, Caribbean or black British**

- Caribbean  African
- Any other black, African or Caribbean background, please specify \_\_\_\_\_

**Other ethnic group**

- Arab
- Any other ethnic group, please specify \_\_\_\_\_

## Responding as an organisation

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Are you responding on behalf of an organisation?

- Yes  No

If yes, please complete the following questions. If not, please complete the 'responding as an individual' section on page 46.

Which of the following categories best describes your organisation?

- |  |   |
|--|---|
| <input type="checkbox"/> Body representing doctors   | <input type="checkbox"/> Body representing patients or public |
| <input type="checkbox"/> Government department   | <input type="checkbox"/> Independent healthcare provider      |
| <input type="checkbox"/> Medical school (undergraduate)  | <input type="checkbox"/> Postgraduate medical institution     |
| <input type="checkbox"/> NHS/HSC organisation  | <input type="checkbox"/> Regulatory body                      |
| <input checked="" type="checkbox"/> Other (please give details) <u>Medical Specialty Society for Dermatology</u> |   |

In which country is your organisation based?

- |  |                                  |   |
|--|----------------------------------|---|
| <input checked="" type="checkbox"/> UK wide        | <input type="checkbox"/> England | <input type="checkbox"/> Scotland                       |
| <input type="checkbox"/> Northern Ireland          | <input type="checkbox"/> Wales   | <input type="checkbox"/> Other (European Economic Area) |
| <input type="checkbox"/> Other (rest of the world) |                                  |   |

Would you be happy for your comments in this consultation to be identified and attributed to your organisation in the reporting?

- Happy for comments to be attributed to my organisation
- Please keep my responses anonymous

Email: [gmc@gmc-uk.org](mailto:gmc@gmc-uk.org)

Website: [www.gmc-uk.org](http://www.gmc-uk.org)

Telephone: **0161 923 6602**

General Medical Council, 3 Hardman Street, Manchester M3 3AW

Textphone: please dial the prefix **18001** then  
**0161 923 6602** to use the Text Relay service

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