

The Good Pain Medicine Specialist

Standards for Revalidation of
Specialists in Pain Medicine

Pain Clinic



FACULTY OF
PAIN MEDICINE
of the Royal College of Anaesthetists

January 2022

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Introduction

Pain Medicine describes the work of specialist medical practitioners who undertake the comprehensive management of patients with acute, chronic and cancer pain using physical, pharmacological, interventional and psychological techniques in a multidisciplinary setting.

The practice of Pain Medicine differs from that of anaesthesia in many significant ways. It is recognised that many doctors practice both anaesthesia and Pain Medicine and that they will need to maintain their skills in both disciplines. The description of standards for pain practitioners in this document is not intended to be exhaustive and it is complimentary to the description of standards for anaesthetists (*The Good Anaesthetist*, published by the Royal College of Anaesthetists).

These standards set out the knowledge, skills and attitudes expected of a career grade doctor working in Pain Medicine. These standards are not intended to improve existing practice; they are achievable standards that set the benchmark for acceptable practice. The doctor practising to a minimal acceptable standard will be expected to meet the standards within this document that are listed as essential. Practitioners who repeatedly fail to meet these minimum standards without good and sufficient reason are likely to have difficulty with the GMC process of revalidation.

Medical professionalism is founded on the possession of knowledge, skills, ethical values and standards, with a commitment to put the interests of patients first. Revalidation and recertification enable doctors to demonstrate their professionalism; the process allows individuals to document how they maintain and improve their performance in the pursuit of excellence. Achieving the additional standards of practice listed as desirable in this document will help Pain Medicine practitioners to achieve this goal.

This document should be read in conjunction with the General Medical Council (GMC) document *Good Medical Practice* (2013) and other GMC ethical guidance documents on continuing professional development, management, research, consent and confidentiality www.gmc-uk.org. Relevant documents published by the Royal College of Anaesthetists and Faculty of Pain Medicine documents should also be consulted for further information www.rcoa.ac.uk.

Included in italics in the domains below are the GMC generic standards. Numbers following the GMC standards refer to paragraph numbers in the GMC publication *Good Medical Practice* (2013), except where preceded by L&M which refers to the GMC booklet *Leadership and management for all doctors* (2012); or Research which refers to the GMC publication *Good practice in research and consent to research* (2010).

Domain 1: Knowledge, Skills and Performance

Attribute 1: Develop and maintain your professional performance

Standards

All doctors (GMC Generic Standards)

- Maintain knowledge of the law and other regulation relevant to practice (12)
- Keep knowledge and skills up to date and maintain competence in all aspects of your work (including management, research and teaching) (7, 8)
- Regularly participate in activities that maintain and develop your competence and performance (9)
- Be familiar with guidelines and developments that affect your work (11)
- Monitor and improve the quality of your work (13)
- Participate in structured support opportunities (such as mentoring), offered by your employer or contracting body, when joining a new organisation or changing your role significantly (10)

The good pain medicine specialist

Essential

- Keeps up to date with and adheres to the laws and codes of practice relevant to his/her work, including controlled drug legislation.
- Regularly updates relevant knowledge and skills in relation to his/her clinical practice to comply with local and national continuing professional development (CPD) requirements.
- Maintains skills in comprehensive biopsychosocial assessment and evidence-based pain management interventions as appropriate by attending training courses or arranging specific, regular and protected times to work with experienced colleagues in or out with their own unit.
- Retains records of these CPD activities to support the revalidation process;
- Regularly participates in departmental or hospital audit meetings relevant to Pain Medicine

Desirable

- Regularly updates his or her knowledge and skills in relation to wider clinical practice;
- Reflects upon and evaluates personal practice at regular intervals;
- Formulates and updates a personal development plan;

- Seeks opportunities to learn from colleagues locally and elsewhere;
- Helps to foster a culture of lifelong learning

Supporting information

- Training or skills assessment
- CPD
- Audit
- Validated tools for feedback about doctors' practice

Attribute 2: Apply knowledge and experience to practice

Standards

All doctors (GMC generic standards)

- Recognise and work within the limits of your competence (14)
- You must have the necessary knowledge of the English language to provide a good standard of practice and care in the UK (14.1)

Doctors with management and research roles

- Must comply with the law, governance arrangements and codes of practice that apply to the research you are undertaking (Research 6)
- Work effectively as a manager (L&M)

Doctors with clinical roles

- Adequately assess the patients conditions, taking account of their history (including the symptoms and psychological, spiritual, social and cultural factors), their views and values; where necessary examine the patient (15a)
- Promptly provide or arrange advice, investigations or treatment where necessary (15b)
- Consult colleagues where appropriate or refer the patient to another practitioner when this serves the patients needs (15c, 16d)
- Prescribe drugs or treatment, including repeat prescriptions, only when you have adequate knowledge of the patients health and are satisfied that they serve the patients needs (16a)
- Take steps to alleviate pain and distress whether or not a cure may be possible (16c)
- Respect the patients right to seek a second opinion (16e)

- Check the care or treatment you provide for each patient is compatible with any other treatments the patient is receiving (including where possible over the counter medications) (16f)
- Wherever possible avoid providing medical care to yourself or anyone with whom you have a close personal relationship (16g)
- You must be satisfied you have consent or other valid authority before you carry out any examination, investigation, treatment or involve patients or volunteers in teaching or research (17)
- The process of decision making and consent must follow the seven principles outlined by the GMC
- You must make good use of the resources available to you (18)

The good pain medicine specialist:

Essential

- Recognises and works within the limits of his or her competence
- Seeks help from colleagues of an appropriate discipline when a problem arises outside his or her area of competence
- Assesses the patient, taking into account the medical, psychological, cultural, ethnic and social influences on the experience of pain; organises and follows up appropriate investigations; and devises an individual management plan if appropriate, in consultation with other team members
- Advises the prescription of strong opioids for chronic non cancer pain only after careful consideration and discussion
- Formulates a management plan based on the best available evidence, whilst, where appropriate, taking into account local, national or international guidelines and recommendations e.g. from the Faculty of Pain Medicine (FPM), The British Pain Society (BPS), The international Association for the Study of Pain (IASP), or other sources of evidence (e.g. Cochrane, Bandolier, NICE).
- Refers the patient to another pain doctor or other specialist for a further opinion if this is in the patient's best interests.

Desirable

- Attends relevant hospital and departmental meetings when able to do so, such as multidisciplinary team meetings and educational/professional development opportunities.
- Adopts a multi-professional approach to learning and teaching

Supporting information

- Training or skills assessment
- CPD
- Audit
- Validated tools for feedback about doctors' practice

Attribute 3: Record your work clearly, accurately and legibly

Standards

All doctors (GMC Generic Standards)

- Keep clear, accurate and legible records (19)
- You should make records at the same time as the events you are recording or as soon as possible afterwards (19)
- You must keep records that contain personal information about patients, colleagues or others securely, and in line with data protection requirements (20)
- Clinical records should include relevant clinical findings, decisions made and agreed (and who is making and agreeing them), the information given to patients, any drugs prescribed or other investigation or treatment and who is making the record and when (21a,b,c,d,e)

The good pain medicine specialist:

Essential

- Makes a clear, legible written or typed record of the consultation or treatment episode including details of the history, examination (when appropriate) and subsequent discussion, reporting the decisions made, any drugs prescribed, and any other investigation treatment or further referral

Desirable

- Devises a clear, legible treatment plan that outlines the longer term management strategy for the patient and allows other healthcare professionals to contribute to the overall management along with the patient's own role
- Ensures that the patient has appropriate written information about pain management plans

Supporting information

- Anonymised records

Domain 2: Safety and Quality

Attribute 4: Contribute to and comply with systems to protect patients standards

Standards

All doctors (GMC Generic Standards)

- Take part in systems of quality assurance and quality improvement to promote patient safety (22)
- Take part in regular reviews and audits of your work and that of your team, responding constructively to the outcomes, taking steps to address any problems and carrying out further training where necessary (22a)
- Regularly reflecting on your standards of practice and the care you provide (22b)
- Reviewing patient feedback where it is available (22c)
- Provide information to confidential enquiries, contribute to adverse event recognition and report adverse incidents (including suspected adverse drug reactions) (23a,b,c,d)
- Respond to requests from organisations monitoring public health (23e)

The good pain medicine specialist

Essential

- Participates and engages in the annual appraisal process
- Responds constructively to the outcomes of appraisals, performance reviews or assessments
- Co-operates with internal and external reviews
- Participates in relevant critical incident reporting
- Supports audit and research in Pain Medicine
- Ensures that the care of individual patients is not compromised in order to meet management targets and informs managers of concerns in this regard.

Supporting information

- Information collected for folder
- Validated tools for feedback about doctors' practice
- CPD – reflective practice

Attribute 5: Responds to risks to safety

Standards

All doctors (GMC Generic Standards)

- Promote and encourage a culture that allows all staff to raise concerns openly and safely (24)
- Take prompt action if you think that patient safety, dignity or comfort is or may be seriously compromised (25)
- If a patient is not receiving basic care to meet their needs, you must immediately tell someone who is in a position to act straightaway (25a)
- If patients are at risk because of inadequate premises, equipment or other resources, policies or systems, you should put the matter right if that is possible (in line with GMC guidance and workplace policy), making a record of the steps you have taken (25b)
- If you have concerns that a colleague may not be fit to practice and may be putting patients at risk, you must ask for advice from a colleague, your defence body or the GMC. If you are still concerned you must report this, in line with GMC guidance and your workplace policy, and make a record of the steps you have taken (25c)
- You must offer help if emergencies arise in clinical settings or in the community, taking account of your own safety, your competence and the availability of other options for care (26)
- Whether or not you have vulnerable adults or children and young people as patients, you should consider their needs and welfare and offer them help if you think their rights have been abused or denied (27)

The good pain medicine specialist:

Essential

- Is aware of the pain management needs of special patient groups including (where appropriate) children disabled, intellectually handicapped, cognitively impaired, elderly and all others who for various reasons are unable to communicate either because of physical or psychological impairment or language problems
- Takes action as soon as it is clear that a colleagues conduct, performance or health is putting patients at risk
- Takes appropriate actions and informs the clinical director or other responsible person if necessary and keeps a written record of the action taken
- Listens impartially to medical, nursing or other colleagues when they express concerns about another professional

- Discuss such concerns only with those who need to be informed or consulted and in an appropriate forum
- Is meticulous in following infection control procedures and regulations in all circumstances but most especially when involved in implanting devices for pain management and performing neuraxial procedures.

Supporting information

- Information collected for folder

Attribute 6: Protect patients and colleagues from any risk posed by your health

Standards

All doctors (GMC Generic Standards)

- If you know or suspect that you have a serious condition that you could pass on to patients, or if your judgment or performance could be affected by a condition or its treatment, you must consult a suitably qualified colleague. You must follow their advice about any changes to your practice they consider necessary. You must not rely on your own assessment of the risk to patients (28)
- You should be immunised against common serious communicable diseases (unless otherwise contraindicated) (29)
- You should be registered with a general practitioner outside your family (30)

The good pain medicine specialist:

Essential

- Seeks advice and help from a suitably qualified professional in accordance with GMC guidance if he or she knows that they may have a serious condition that could affect their performance or be transmissible to patients
- Hands over duties to a suitably qualified colleague if judgment or ability impaired due to stress, tiredness or illness
- Does not work when performance is impaired by the effect of alcohol or drugs

Desirable

- Takes all reasonable steps to be healthy

Supporting information

- Statement about registration with GP, appropriate immunisations etc – verifiable if the need arises
- Validated tools for feedback about doctors' practice

Domain 3: Communications, Partnership and Teamwork

Attribute 7: Communicate effectively

Standards

All doctors (GMC Generic Standards)

- You must listen to patients, take account of their views, and respond honestly to their questions (31)
- Must give patients the information they want or need to know in a way they can understand. You should make sure that arrangements are made, wherever possible to meet patients' language and communication needs (32)
- You must be considerate to those close to the patients and be sensitive and responsive in giving them information and support (33)
- When you are on duty you must be readily accessible to patients and colleagues seeking information, advice or support (34)

Doctors with management roles

- You must provide necessary and timely information to those you manage so they can carry out their roles effectively. You should also pass on any relevant information to senior managers and make sure that arrangements are in place for relevant information to be passed on to the team promptly (L&M 14)
- You must be satisfied that systems are in place to communicate information about patient care (L&M 15)

The good pain medicine specialist:

Essential

- Ensures that patients understand the nature and purpose of any proposed treatment or

investigation and any significant side effects associated with it, thereby enabling them to make an informed decision

- Acknowledges and is honest about the limitations of available therapies and discusses them with the patient and if appropriate their carers
- Encourages questions and allows time to listen to the concerns of patients, guardians parents or carers, during consultations and before interventional procedures
- Makes the patient an equal partner in their pain management plan and encourages self care
- Works as a member of a multi-disciplinary team and ensures that members are aware of the management plan for relevant patients
- Enlists the support of colleagues when managing patients with complex pain problems
- Communicates appropriately with healthcare professionals in other disciplines and settings, e.g. primary care, palliative care, rehabilitation, psychiatry, physiotherapy
- Communicates with patients and when appropriate with their carers in a way that is understandable to them
- Communicates the pain management plan and/or outcome of therapy, in writing, to the patient's general practitioner as appropriate, other healthcare professionals as appropriate, and to the patient

Supporting Information

- Validated tools for feedback about doctors' practice

Attribute 8: Work collaboratively with colleagues to maintain or improve patient care

Standards

All doctors (GMC generic standards)

- Work collaboratively with colleagues, respecting their skills and contributions (35)
- Must treat colleagues fairly and with respect (36)
- Must be aware of how your behaviour may influence others within and outside the team (37)
- Patient safety may be affected if there is not enough medical cover. So you must take up any post you have formally accepted, and work your contractual notice period before leaving a job, unless the employer has reasonable time to make other arrangements (38)

Doctors with management roles

- Provide effective leadership, respect colleagues and actively advance equality and diversity in the workplace (L&M)

The good pain medicine specialist:

Essential

- Treats colleagues fairly and with respect
- Respects the skills and contributions of all members of the multidisciplinary team
- Is available to give advice when in the hospital and on duty
- Encourages a culture in which challenging clinical problems are discussed by the multidisciplinary team
- Is prepared to work flexibly within their department
- Supports as appropriate colleagues who have remediable problems with performance, conduct or health
- If involved in management ensures that there is an equitable distribution of work and responsibilities among colleagues
- If involved in management ensures that there is an understanding of and implementation of national and local recommendations concerning employment equal opportunities and discrimination legislation

Desirable

- Supports the multidisciplinary team and their various supervisors
- If in management role hold and encourages regular team meetings
- Ensures that all healthcare professionals in the pain team are able to work within their competences
- Supports colleagues undergoing rehabilitation after illness or returning to work after a period of absence for any reason
- Arranges annual, professional and study leave in accordance with local departmental policy
- Recognises the need to take appropriate leave to reduce the risk of their health being compromised by the considerable burden of treating challenging patients with difficult healthcare needs

Supporting information

- Information collected for folder

Attribute 9: Teaching, training, supporting and assessing

Standards

All Doctors (GMC Generic Standards)

- You should be prepared to contribute to teaching and training doctors and students (39)
- You must make sure that all staff you manage have appropriate supervision (40)
- You must be honest and objective when writing references, and when appraising or assessing the performance of colleagues, including locums and students. References must include all information relevant to your colleagues' competence, performance and conduct (41)
- You should be willing to take on a mentoring role for more junior doctors and other healthcare professionals (42)
- You must support colleagues who have problems with their performance or health. But you must put patient safety first at all times (43)

The good pain medicine specialist:

Essential

- Supports the regional advisor in pain medicine in the teaching and supervision of trainees in Pain Medicine and those from other disciplines e.g. palliative medicine and oncology
- Provide appropriate professional support and encouragement for trainees, SAS doctors and other healthcare professionals under his/her supervision
- Does not exaggerate competence or fail to mention significant weaknesses in a reference
- When reservation would be expressed in a reference, ensures that the applicant is aware

Desirable

- Participates actively in the professional development of trainees in anaesthesia and other disciplines
- Contributes to the teaching of medical and other students
- Participates in the assessment of trainees using validated assessment tools and having undertaken the necessary training

Supporting information

- Validated tools for feedback about doctors' practice
- Information collected for folder

Attribute 10: Continuity and co-ordination of care

Standards

All doctors (GMC Generic standards)

- You must contribute to the safe transfer of patients between healthcare providers and between health and social care providers (44)
- You must share all relevant information with colleagues involved in your patients' care within and outside the team, including when you hand over care as you go off duty, and when you delegate care or refer patients to other health or social care providers (44a)
- Check, where practical that a named clinician or team has taken over responsibility when your role in providing a patient's care has ended. This may be particularly important for patients with impaired capacity or who are vulnerable for other reasons (44b)
- When you do not provide your patients' care yourself, for example when you are off duty, or you delegate the care of a patient to a colleague, you must be satisfied that the person providing care has the appropriate qualifications, skills and experience to provide safe care for the patient. (45)

The good pain medicine specialist:

Essential

- Communicates with senior and other specialist colleagues and primary care teams where appropriate
- Ensures that patient care is only delegated to colleagues who have appropriate qualifications and competence

Supporting information

- Information collected for folder

Attribute 11: Establish and maintain partnerships with patients

Standards

All doctors (GMC Generic Standards)

- You must be polite and considerate (46)
- You must treat patients as individuals and respect their dignity and privacy (47)
- You must treat patients fairly and with respect whatever their life choices and beliefs (48)
- You must work in partnership with patients, sharing with them the information they will need

to make decisions about their care including: (49)

- Information about their condition, its likely progression and the options for treatment, including associated risk and uncertainties (49a)
- The progress of their care, and your role and responsibilities in the team (49b)
- Who is responsible for each aspect of patient care, and how information is shared within teams and among those who will be providing their care (49c)
- Any other information patients need if they are asked to agree to be involved in teaching or research (49d)
- You must treat information about patients as confidential. This includes after a patient has died (50)
- You must support patients in caring for themselves to empower them to improve and maintain their health (51). This may, for example include:
 - Advising patients on the effects of their life choices and lifestyle on their health and wellbeing (51a)
 - Supporting patients to make lifestyle changes where appropriate (51b)
- You must explain to patients if you have a conscientious objection to a particular procedure. You must tell them about their right to see another doctor and make sure they have enough information to exercise that right. In providing this information, you must not imply or express disapproval of the patient's lifestyle choices or beliefs. If it is not practical for a patient for a patient to arrange to see another doctor, you must make sure that arrangements are made for another suitably qualified colleague to take over your role. (52)

The good pain medicine specialist:

Essential

- Encourages self care by providing information to the patient about the management of pain and advises how this should be used
- Respects patients' ethnic and cultural diversity and appreciates how this may interact with patients' decisions about pain management options
- Makes arrangements for interpreters to be present when needed
- Obtains appropriate informed consent for procedures or interventions

Desirable

- Participates in producing relevant and clear information for patients about pain, its management including specific therapies such as interventions and pharmacological treatments

Supporting information

- Information collected for folder
- Validated tools for feedback about doctors' practice

Domain 4: Maintaining Trust

Attribute 12: Show respect for patients

Standards

All doctors (GMC Generic Standards)

- You must not use your professional position to pursue a sexual or improper relationship with a patient or someone close to them. (53)
- You must not express your personal beliefs (including political, religious and moral beliefs) to patients in ways that exploit their vulnerability or are likely to cause them distress. (54)
- You must be open and honest with patients if things go wrong. If a patient under your care has suffered harm or distress, you should: (55)
- Put matters right (if that is possible) (55a)
- Offer an apology (55b)
- Explain fully and promptly what has happened and the likely short-term and long-term effects (55c)

Doctors with research roles

- Respect the rights of patients participating in research (Research 2,5)

The good pain medicine specialist:

Essential

- Understands and maintains confidentiality as appropriate
- Promotes trust with the patient through courteous behavior, honest discussion and respect for their right to privacy and dignity
- Takes particular care with patients who have learning difficulties different cultural beliefs or who speak a different language, and tries to understand their needs or engages others to assist where needed.
- Takes appropriate action if a patient has suffered harm through misadventure or for any other reason

Desirable

- Engages in the education of patients and the wider public
- Support the activities of pain related patient support groups (e.g. is prepared to speak at patient support and self help groups about pain and its management where appropriate)
- Promotes the specialty of Pain Medicine in the wider public interest

When something goes wrong the good pain medicine specialist

Essential

- Explains to the patient what went wrong
- Answers questions openly and honestly
- Ensures that an independent witness is present and that the incident and patient visit are adequately documented in the clinical records
- Meets with carers or advocates by appointment when asked to do so, and with the patients consent
- Ensures that the pain management records are up to date
- Completes an entry in the hospital incident reporting system following a critical incident
- If appropriate gives an apology to the patient and their carers and explains in understandable terms what occurred when an untoward incident took place
- Reports drug or device related incidents to the appropriate agencies

Supporting information

- Validated tools for feedback about doctors practice
- Policy/evidence of ending relationships with patients

Attribute 13: Treat patients and colleagues fairly and without discrimination

Standards

All doctors (GMC generic standards)

- You must give priority to patients on the basis of their clinical need if these decisions are within your power. If inadequate resources, policies or systems prevent you from doing this, and patient safety, dignity or comfort may be seriously compromised, you must follow the guidance given by the GMC (56)
- The investigations or treatments you provide or arrange must be based on the assessment you and your patient make of their needs and priorities, and on your clinical judgment about

the likely effectiveness of the treatment options. You must not refuse or delay treatment because you believe that a patient's actions or lifestyle have contributed to their condition (57)

- You must not deny treatment to patients because their medical condition may put you at risk. If a patient poses a risk to your health or safety, you should take all available steps to minimize the risk before providing treatment or making other suitable alternative arrangements for providing treatment. (58)
- You must not unfairly discriminate against patients or colleagues by allowing your personal views to affect your professional relationships or the treatment you provide or arrange. You should challenge colleagues if their behavior does not comply with this guidance, and follow the guidance given by the GMC. If this behavior amounts to abuse or denial of a patient's or colleague's rights (59)
- You must respond promptly, fully and honestly to complaints and apologise when appropriate. You must not allow a patient's complaint to adversely affect the care or treatment you provide or arrange (61)
- You should end a professional relationship with a patient only when the breakdown of trust between you and the patient means you cannot provide good clinical care to the patient (62)
- You must make sure you have adequate insurance or indemnity cover so that your patients will not be disadvantaged if they make a claim about the clinical care you have provided in the UK (63)
- If someone you have contact with in your professional role asks for your registered name and/or GMC reference number, you must give this information to them (64)

The good pain medicine specialist:

Essential

- Is always honest and objective when appraising or assessing the performance of a colleague or trainee
- Responds constructively to any complaint received and co-operates with any relevant complaints procedure or formal enquiry into the treatment of a patient and ensures continuity of care for the patients above all other considerations
- Does not refuse or delay treatment because you think a patient's actions or lifestyle has contributed to their chronic pain condition
- Has adequate insurance or indemnity cover

Supporting information

- Validated tools for feedback about doctors' practice
- CPD, e.g. completion of equalities training
- Folder, evidence from complaints
- Indemnity certificate

Attribute 14: Act with honesty and integrity

Standards

All doctors (GMC generic standards)

- You must make sure that your conduct justifies your patients trust in you and the public's trust in the profession (65)
- You must always be honest about your experience, qualifications, and current role (66)
- You must act with honesty and integrity when designing, organising or carrying out research, and follow national research governance guidelines and GMC guidance (67)
- You must be honest and trustworthy in all your communication with patients and colleagues. This means you must make clear the limits of your knowledge and make reasonable checks to make sure any information you give is accurate (68)
- When communicating publicly, including speaking to or writing in the media, you must maintain patient confidentiality. You should remember when using social media that communications intended for friends or family may become more widely available (69)
- When advertising your services, you must make sure the information you publish is factual and can be checked, and does not exploit patients' vulnerability or lack of medical knowledge (70)
- You must be honest and trustworthy when writing reports, and when completing or signing forms, reports and other documents. You must make sure that any documents you write or sign are not false or misleading. You must take reasonable steps to check the information is correct and you must not deliberately leave out relevant information (71a,b)

Doctors with research roles:

- Make sure that research is based on a properly developed protocol that has been approved by a research ethics committee (Research 7)
- You must conduct research honestly and report research results accurately, objectively, promptly and in a way that can be clearly understood (Research 21,24)

- You should be satisfied that appropriate monitoring systems are in place to make sure research is being carried out in accordance with the law and good practice (Research 12)

The good pain medicine specialist

Essential

- Acts in the patients best interests at all times
- Is open and honest in relations with patients and colleagues
- If in private practice, undertakes clinical care with honesty and integrity
- Abides by Research Ethics Committee guidelines when carrying out research
- Is truthful in recording CPD activities
- Maintains patient confidentiality when using means of electronic communication and social media

Desirable

- Has appropriate training and competences in Research Governance if undertaking clinical research
- Has completed appropriate training in research governance if supervising non-clinical and clinical staffs' research

Supporting information

- Validated tools for feedback about doctors' practice
- Practice leaflets, etc.

Attribute 15: Openness and legal or disciplinary proceedings

Standards

All doctors (GMC Generic Standards)

- You must be honest and trustworthy when giving evidence to courts or tribunals. You must make sure that any evidence you give or documents you write or sign are not false or misleading (72)
- You must take reasonable steps to check the information (72a)
- You must not deliberately leave out relevant information (72b)
- You must cooperate with formal inquiries and complaints procedures and must offer all relevant information while following the guidance in Confidentiality (73)
- You must make clear the limits of your competence and knowledge when giving evidence or acting as a witness (74)

- You must tell the GMC without delay if anywhere in the world:
 - You have accepted a caution from the police or been criticised by an official enquiry (75a)
 - You have been charged or found guilty of a criminal offence (75b)
 - Another professional body has made a finding against your registration as a result of fitness to practice procedures (75c)
- If you are suspended by an organisation from a medical post, or have restrictions placed on your practice, you must, without delay, inform any other organisations you carry out medical work for and any patients you see independently (76)
- You must be honest in financial and other commercial dealings with patients, employers, insurers and other organisations or individuals (77)
- You must not allow any interests you have to affect the way you prescribe from, treat, refer or commission services for patients (78)
- If you are faced with a conflict of interest, you must be open about the conflict, declaring your interest formally, and you should be prepared to exclude yourself from decision making (79)
- You must not ask for or accept – from patients, colleagues or others – any inducement, gift or hospitality that may affect or be seen to affect the way you prescribe for treat or refer patients or commission services for patients. You must not offer these inducements. (80)

The good pain medicine specialist

Essential

- Is honest and trustworthy when dealing with the legal system
- Cooperates with formal inquiries and complaints procedures
- Is honest about financial and commercial dealings with individuals and organizations related to their work
- Is open about conflicts of interest
- Does not ask for or accept inducements or gifts intended to affect patient services or treatment

Supporting information

- Record of gifts or sponsorship by organisations
- Evidence of compliance with formal complaints procedures



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