

Using Zotero to manage references accurately – Professional Standards

All of our sessions have been mapped against standards from the following professional organisations. Click on each to find the individual standards that the session meets:

- [General Medical Council](#)
- [Nursing and Midwifery Council](#)
- [Health and Care Professions Council](#)
- [General Pharmaceutical Council](#)
- [General Dental Council](#)
- [General Optical Council](#)
- [Professional Standards Authority](#)
- [Skills for Health](#)
- [Social Work England](#)
- [American College of Health Care Administrators](#)
- [Chartered Institute of Professional Development](#)
- [Academy for Healthcare Science](#)

GMC Professional Capabilities Framework

- From Domain 2 – Doctors must be able to:
 - Show appropriate professional behaviour and judgement in a wide range of clinical and non-clinical contexts and circumstances
- From Domain 3 – Doctors must be aware of and adhere to professional requirements including:
 - meeting the standards expected of all doctors, set out in *Good Medical Practice*
- From Domain 5 – Doctors in training must demonstrate that they can lead and work effectively in teams by:
 - Promoting a culture of learning and academic and professional critical enquiry
- From Domain 9 – Doctors must demonstrate that they can:
 - Demonstrate appropriate knowledge of research principles and concepts and the translation of research into practice, including ethical implications of research governance

NMC Code

- Section 10 – Keep clear and accurate records relevant to your practice
 - 10.3: complete records accurately and without any falsification, taking immediate and appropriate action if you become aware that someone has not kept to these requirements
- Section 20 – Uphold the reputation of your profession at all times
 - 20.2: Act with honesty and integrity at all times, treating people fairly and without discrimination, bullying or harassment
 - 20.8: Act as a role model of professional behaviour for students and newly qualified nurses, midwives and nursing associates to aspire to
- Section 21 – Uphold your position as a registered nurse, midwife or nursing associate
 - 21.4: Make sure that any advertisements, publications or published material you produce or have produced for your professional services are accurate, responsible, ethical, do not mislead or exploit vulnerabilities and accurately reflect your relevant skills, experience and qualifications

HCPC Standards of Conduct, Performance and Ethics

- Section 3 – Work within the limits of your knowledge and skills
 - 3.3: You must keep your knowledge and skills up to date and relevant to your scope of practice through continuing professional development
 - 3.4: You must keep your knowledge and skills up to date and relevant to your scope of practice through continuing professional development
- Section 9 – Be honest and trustworthy
 - 9.1: You must make sure that your conduct justifies the public's trust and confidence in you and your profession
 - 9.2: You must be honest about your experience, qualifications and skills

GPhC Standards for Pharmacy Professionals

- From Standard 6 – Pharmacy professionals must behave in a professional manner. People receive safe and effective care when pharmacy professionals:
 - Are trustworthy and act with honesty and integrity
- From Standard 8 – Pharmacy professionals must speak up when they have concerns or when things go wrong. People receive safe and effective care when pharmacy professionals:
 - Challenge poor practice and behaviours
- From Standard 9 – Pharmacy professionals must demonstrate leadership. People receive safe and effective care when pharmacy professionals:
 - Lead by example, in particular to those who are working towards registration as a pharmacy professional

GDC Standards for the Dental Team

- Principle 1 – Put patients' interests first
 - 1.3.1: You must justify the trust that patients, the public and your colleagues place in you by always acting honestly and fairly in your dealings with them. This applies to any business or education activities in which you are involved as well as to your professional dealings
 - 1.3.2: You must make sure you do not bring the profession into disrepute
 - 1.7.1: You must always put your patients' interests before any financial, personal or other gain
- Principle 9 – Make sure your personal behaviour maintains patients' confidence in you and the dental profession
 - 9.1.3: You should not publish anything that could affect patients' and the public's confidence in you, or the dental profession, in any public media, unless this is done as part of raising a concern. Public media includes social networking sites, blogs and other social media. In particular, you must not make personal, inaccurate or derogatory comments about patients or colleagues. See our guidance on social networking for more information

GOC Standards of Practice for Optometrists and Dispensing Opticians

- Section 5 – Keep your knowledge and skills up to date
 - 5.1: Be competent in all aspects of your work, including clinical practice, supervision, teaching, research and management roles, and do not perform any roles in which you are not competent
- Section 6 – Recognise, and work within, your limits of competence
 - 6.1: Recognise and work within the limits of your scope of practice, taking into account your knowledge, skills and experience
- Section 16 – Be honest and trustworthy
 - 16.1: Act with honesty and integrity to maintain public trust and confidence in your profession
- Section 17 – Do not damage the reputation of your profession through your conduct
 - 17.1: Ensure your conduct, whether or not connected to your professional practice, does not damage public confidence in you or your profession

PSA Standards for members of NHS Boards and Clinical Commissioning Group governing bodies in England

- From Standard 2 – I will apply the following values in my work and relationships with others:
 - I will be fully accountable for my work and the decisions that I make, for the work and decisions of the board, including delegated responsibilities, and for the staff and services for which I am responsible
 - I will act with honesty in all my actions, transactions, communications, behaviours and decision-making, and will resolve any conflicts arising from personal, professional or financial interests that could influence or be thought to influence my decisions as a board member
 - I will take responsibility for ensuring that I have the relevant knowledge and skills to perform as a board member and that I reflect on and identify any gaps in my knowledge and skills, and will participate constructively in appraisal of myself and others. I will adhere to any professional or other codes by which I am bound
 - I will act consistently and fairly by applying these values in all my actions, transactions, communications, behaviours, and decision-making, and always raise concerns if I see harmful behaviour or misconduct by others
- From Standard 3 – As a Member, for myself, my organisation, and the NHS, I will seek:
 - I will seek excellence in clinical care, patient safety, patient experience, and the accessibility of services
- From Standard 4 – I will do this by:
 - Making the best use of my expertise and that of my colleagues while working within the limits of my competence and knowledge
 - Confidently and competently using data and other forms of intelligence, including patient complaints and feedback, to improve the quality of care
- From Standard 6 – As member, for myself and my organisation, I will:
 - Being open about the evidence, reasoning, and reasons behind decisions about budget, resource, and contract allocation

SfH Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England

- Standard 1 – Be accountable by making sure you can answer for your actions or omissions
 - 1.2: Always behave and present yourself in a way that does not call into question your suitability to work in a health and social care environment
- Standard 6 – Strive to improve the quality of healthcare, care and support through continuing professional development
 - 6.2: Participate in continuing professional development to achieve the competence required for your role
 - 6.6: contribute to the learning and development of others as appropriate

SWE Professional Standards

- Standard 3 – Be accountable for the quality of my practice and the decisions I make. As a social worker I will:
 - 3.11: Maintain clear, accurate, legible and up to date records, documenting how I arrive at my decisions
- Standard 4 – Maintaining my continuing professional development. As a social worker I will:
 - 4.1: Incorporate feedback from a range of sources, including from people with lived experience of my social work practice
 - 4.3: Keep my practice up to date and record how I use research, theories and frameworks to inform my practice and my professional judgement
- Standard 5 – Respect people's right to confidentiality
 - 5.2: Behave in a way that would bring into question my suitability to work as a social worker while at work, or outside of work
- Standard 6 – Strive to improve the quality of healthcare, care and support through continuing professional development
 - 6.5: Raise concerns about organisational wrongdoing and cultures of inappropriate and unsafe practice

ACHCA Code of Ethics

- Expectation II: Professional Competence and Personal Conduct – Individuals shall maintain high standards of professional competence, integrity, and accountability. The Health Care Administrator shall:
 - Maintain licensure/credentials and competencies required for role and setting; pursue continuing education and professional development
 - Model integrity, civility, and just culture; address impairment (e.g., substance misuse, health conditions) that may affect safe performance
- Expectation III: Integrity, Stewardship and Organizational Duty – Individuals shall place the legitimate interests of the organization and persons served above personal gain, maintaining honest, transparent, and lawful operation. The Health Care Administrator shall:
 - Maintain robust conflict-of-interest (COI) disclosure and management, including relationships with vendors, referral sources, and payers
- Expectation IV: Responsibility to the public, the profession and colleagues – Individuals shall honor their responsibilities to the public, the profession, and interprofessional partners. The Health Care Administrator shall:
 - Advance knowledge in post-acute and long-term care through scholarship, quality improvement, and evidence-informed practice
 - Share expertise with colleagues, students/trainees, and the public to increase understanding of aging services and the administrator's role

CIPD Code of Conduct and Ethics

- Section 2 – Civic virtue and stewardship:
 - 2.5: Comply with prevailing requirements of copyright, intellectual property, patents, licensing, piracy, plagiarism, trade secrets, privacy rights and appropriation. Respect the rights of others and prevent misuse of the CIPD logo
- Section 4 – Professional service and competence:
 - 4.1: Develop your professional knowledge, skills and competence through curiosity, seeking feedback, reflection, continuing professional development, mentorship and exposure to growth opportunities. Identify and address any gaps; demonstrate your adherence to the CIPD's continuing professional development policy
 - 4.2: Provide an insightful, up-to-date and evidence based service. Manage commitments effectively and take action where deadlines and obligations are at risk of not being met, particularly where external or personal factors may disrupt service delivery

AHCS Good Scientific Practice

- Domain 1 – Professional Practice:
 - 1.2.2: You engage in continuing professional development (CPD) and do the following:
 - Maintain and develop your knowledge, understanding and skills in line with your practice and role, including in response to changes in patient need, the evidence base, technological advances and service delivery requirements.
 - Identifying when planned changes to your job role or your broader plans for developing your career create CPD needs.
 - Keep a structured record of your CPD activity to evidence how you maintain and update your knowledge, understanding and skills in line with changing needs in patient care, service delivery and your job role.
 - Adhere to the specific CPD requirements of your regulatory and/or professional body
 - 1.4.1: You engage with the standards of conduct and behaviour set by your regulatory and/or professional body
- Domain 2 – Scientific Practice:
 - 2.3.1: You maintain an effective audit trail of your activity, adhering to local protocols and practices
- Domain 4 – Research, Development and Innovation:
 - 4.1.2: You act with openness, honesty, probity and integrity in all stages of the research process, including by adhering to research governance frameworks and protocols relating to the following:
 - Project design.
 - Ethics approval.
 - Funding.
 - Public/patient involvement.
 - Data-gathering and analysis.
 - Reporting, dissemination and publication
 - 4.1.5: You critically evaluate and apply research and other available evidence to do the following:
 - Inform your own practice and ensure that this remains leading-edge.
 - Inform your colleagues' practice and professional development.

- Contribute to quality improvements in service delivery.
- Enhance patient care and outcomes.
- Contribute to and share new knowledge in line with meeting the public interest