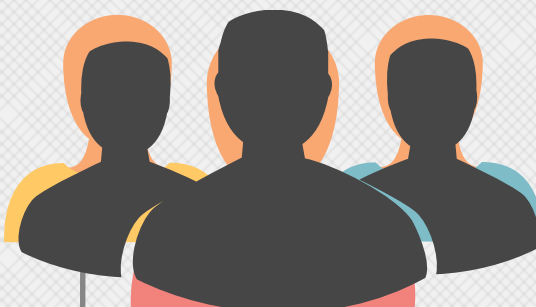


# Bad apples? Bad barrels? Or bad cellars?

## Insights into sexual misconduct and dishonesty



New research funded by the Professional Standards Authority and led by Professor Rosalind Searle at Coventry University's Centre for Trust, Peace and Social relations identifies three types of perpetrator in cases of professional misconduct



An individual operating as a sole agent and motivated by self-gain – **the 'bad apple'**

Individuals whose moral compass is skewed by working in an organisation where misconduct is seen as the 'normal' or accepted way to behave – **the corrupting barrel**

Individuals who are worn down by stress/strain either at work/at home (or both), feel undervalued and overworked and misconduct can then occur through omission/error – **the depleted barrel**

## Identifying the most frequent forms of professional wrongdoing



The study analysed information on the Authority's database\* relating to final fitness to practise determinations from the 9 health and care regulators



**6,714**  
individual fitness to practise (FTP) cases\*



**2014-2016**  
cases occurring during this period



**3 regulators**  
cases involving registrants from 3 regulators

## The data analysed:

### 6,714 FTP cases from the:



General Medical Council



Nursing & Midwifery Council



Health & Care Professions Council



Data from three distinct groups: doctors, nurses & midwives, and allied professionals

1. 633 GMC cases

2. 4852 NMC cases

3. 1229 HCPC cases



Find out more or read the full report at

[www.professionalstandards.org.uk/misconduct](http://www.professionalstandards.org.uk/misconduct)

*Bad apples? Bad barrels? Or bad cellars? Antecedents and processes of professional misconduct in UK Health and Social Care: Insights into sexual misconduct and dishonesty*

by Professor R Searle, Dr C Rice, Dr A A McConnell, Coventry University (additional analysis by Professor J Dawson, University of Sheffield. The research was funded by the Professional Standards Authority.

\*Each regulator has a 'fitness to practise' process for handling complaints about health and care professionals. The most serious cases are referred to formal hearings in front of fitness to practise committees. The Professional Standards Authority reviews every final decision and can refer to Court if we consider they are insufficient to protect the public. Records of every final fitness to practise determination are kept on a database and this was the source of the data used in the research.