

Fitness to Practise, General Medical Council

Elizabeth Jenkins, Assistant Director of Legal team

PSA section 29 conference - 21 May 2026

My background

Previous job roles

- Barrister
- Criminal prosecution
- Joined GMC in 2022

Crossover and similarities



Sexual misconduct is an issue across the healthcare sector

“We have seen a steady rise in cases relating to sexual misconduct / harassment over the last five years, from 3.9% to 10.2% ...

This means that in 2024/25, one in 10 panel decisions now include a charge relating to sexual misconduct.”

- PSA corporate paper ‘Appealing fitness to practise decisions: the year in focus 2024/2025’

Work across the GMC on handling sexual misconduct concerns



Updated resources,
including Good Medical
Practice



Outreach team
addressing issues in the
workplace



Education & Standards
engaging with training
environments

Embedding learning from sexual abuse cases ('ELSA')

The ELSA programme aimed to identify and improve how we handle cases of sexual misconduct and harassment



How did we apply that knowledge and learning to our FTP casework?



Continuous improvement work



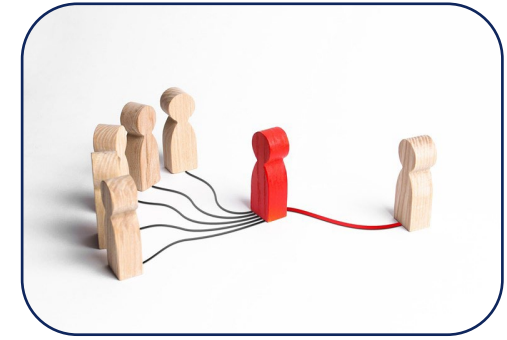
Independent
Support Service



PohWER advocacy



Special Counsel



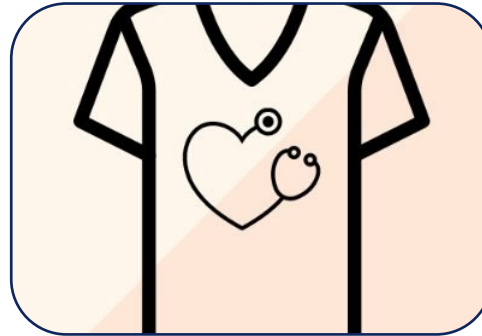
Intermediaries



ELSA Calls



Reasonable
adjustments



Liaison with others:
SiS, Royal Colleges



Consistent stance on
sexual misconduct
across GMC

Challenges we face



Continuous improvement: Tribunals

Sanctions submissions

- sexually motivated allegations starting point is erasure, adhere to sanctions guidance, senior manager approval for sanction submission

GMC Counsel

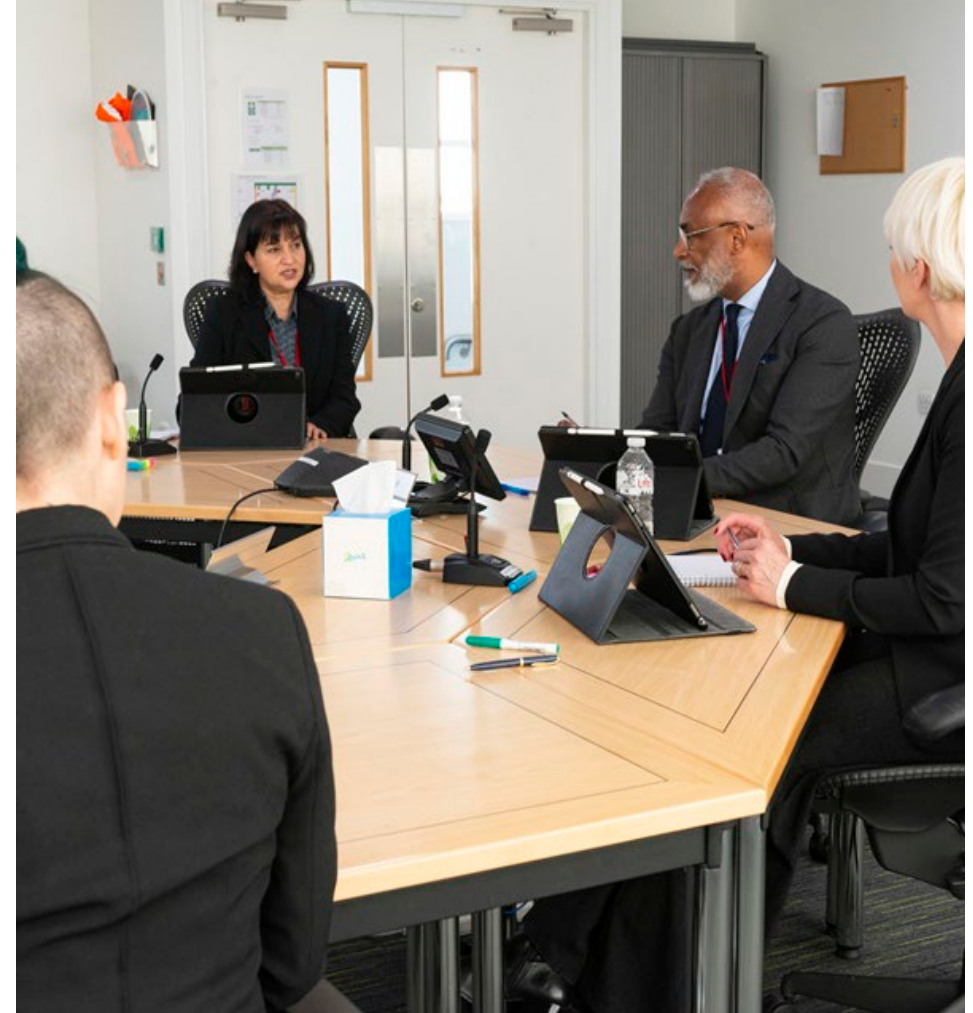
- RASSO trained, set clear expectations, feedback provided following hearing

Updated guidance and sanctions banding in 2025

- support tribunals in making decisions about doctors facing serious allegations including sexual misconduct

Privacy, Anonymisation and Publication project

- GMC and MPTS project looking at privacy and anonymisation with a view to support witnesses to give their best evidence



What can GMC do if we don't agree with the Tribunal decision?

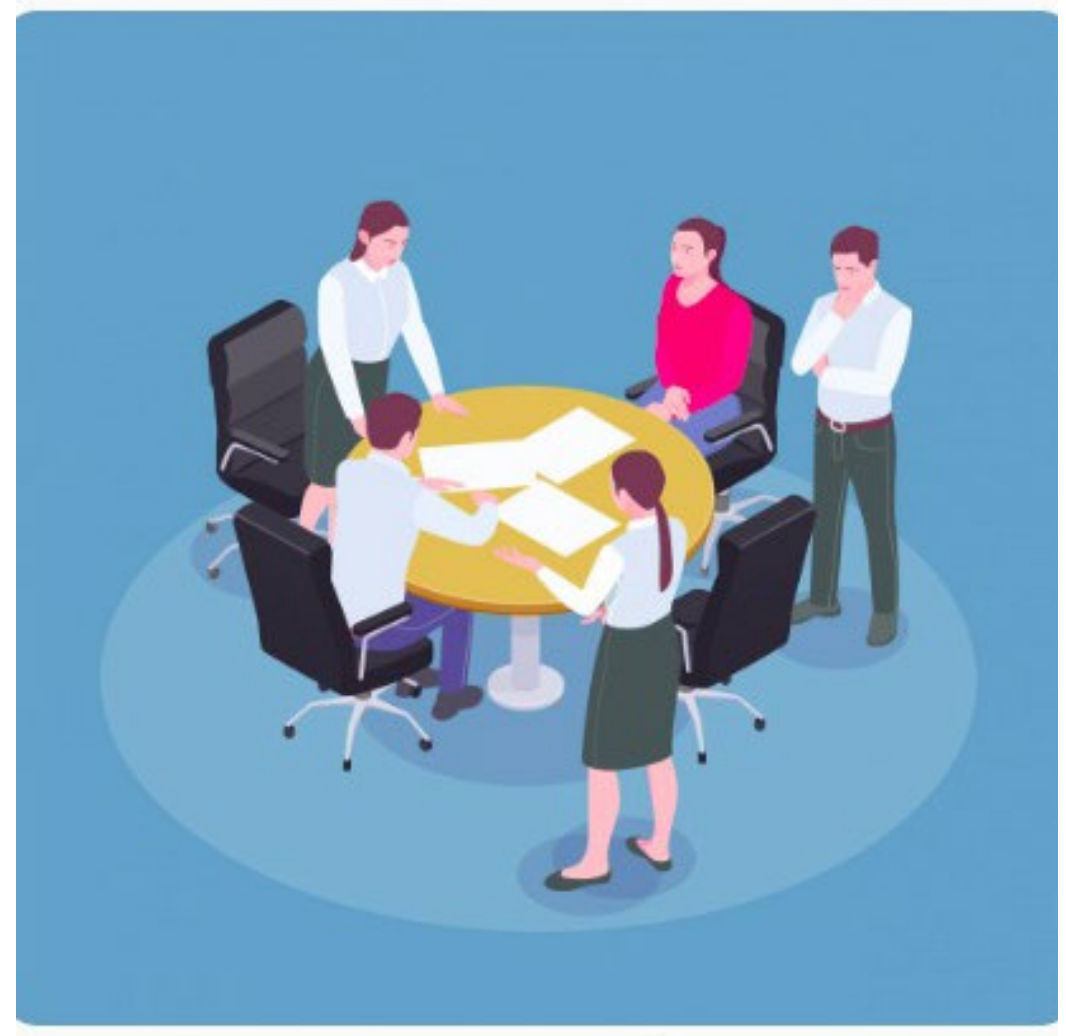
Current right of appeal

Decisions of the Executive Panel

Feedback to MPTS

Outcomes on appeal

Role of the Professional Standards Authority (PSA)



Any questions?

