

# Good Medical Practice 2024 Update

## What is GMP?

Good Medical Practice (GMP) sets out the principles, values, and standards of care and professional behaviour expected of all medical professionals registered with the GMC. It is an ethical framework, which supports medical professionals to deliver safe care to a good standard, in the interests of patients.

The GMC say it 'is a framework of professional standards to guide you when you're caring for patients and working with colleagues. The standards describe good practice, but they aren't a set of rules. You should apply them using your judgement, in the specific circumstances you face'.

## Key Updates

The new standards in GMP have a stronger focus on behaviours and values which support good teamwork, make everyone feel safe to speak up, and empower doctors to provide quality care. In other words, they encourage respectful, fair, and supportive workplaces.

### The following are new or updated duties taken directly from the 2024 GMP update:

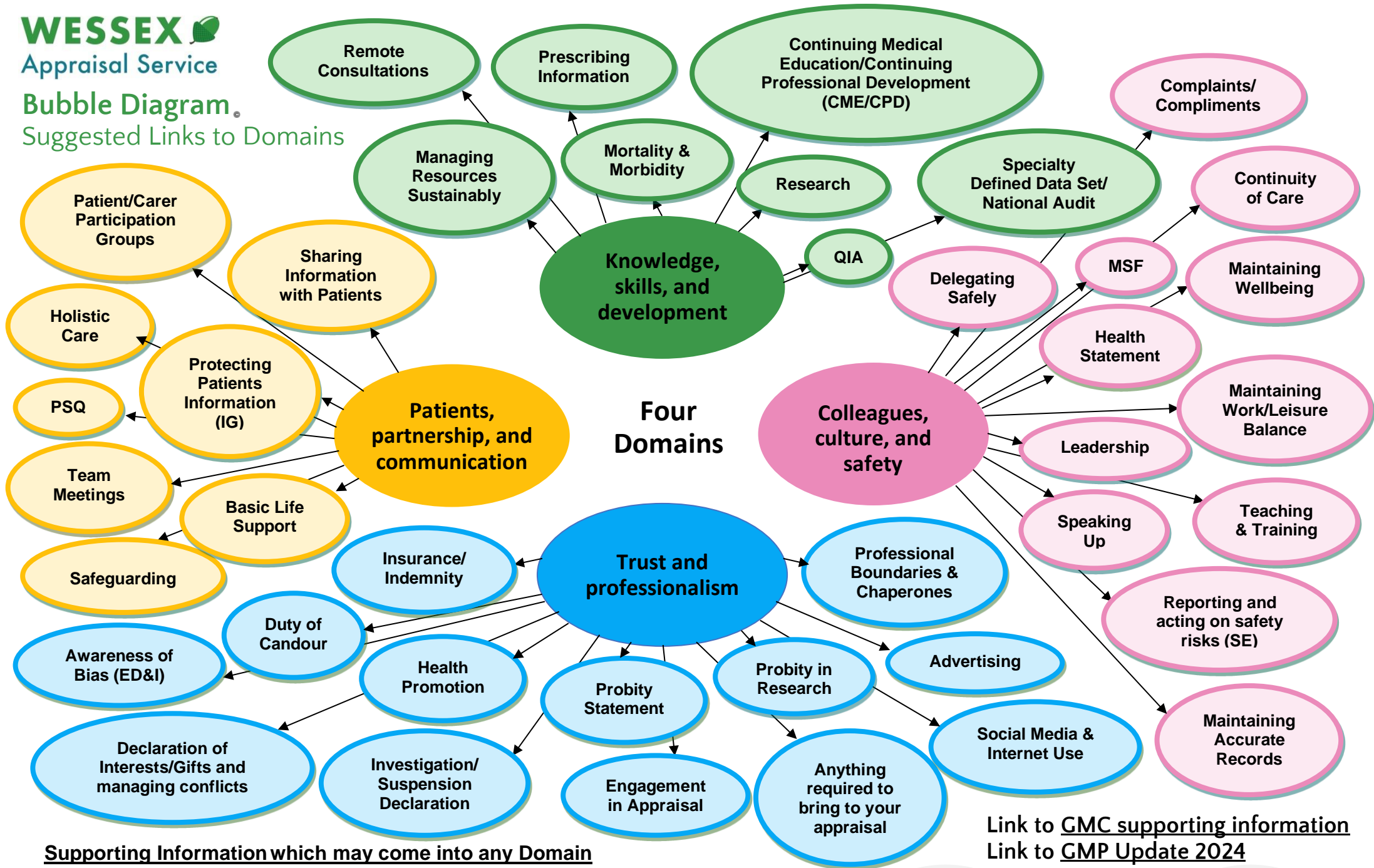
- **Leadership:** "We have enhanced what we say about leadership in the latest version, we say that all medical professionals must help to create a culture that is respectful, fair, supportive, and compassionate by role modelling behaviours consistent with these values. For those in a leadership or management role we include expectations that they will take steps to create an environment in which people can talk about errors and concerns safely. We also say they must be satisfied that any discriminatory or bullying behaviour or harassment they are aware of is adequately addressed."
- **Bystander action in response to bullying, harassment, discrimination:** "This new duty builds on the duty in our guidance on leadership and management for doctors to 'tackle discrimination'. It prompts medical professionals to take action without being prescriptive about what kind of action."
- **Sexual Harassment:** "This is a new duty driven by evidence considered around poor interprofessional behaviour, power differentials and sexual harassment. It is drafted broadly, to capture the nuances in this kind of behaviour, including where it happens online."
- **Sustainability:** "The evidence of risks to public health as a result of the climate crisis is clear. We have balanced our expectations that medical professionals should choose sustainable solutions when they are able to, provided these don't compromise care standards, against the fact that many factors about the environmental impact of healthcare are beyond an individual practitioner's control."
- **Feedback, reflection and bias:** "The revised guidance includes a new component that medical professionals should be aware of the risk of bias. They should consider how their own life experience, culture and beliefs influence their interactions with others, and may impact on the decisions they make."
- **Kindness:** "There is a new paragraph about treating patients with kindness, courtesy, and respect. Our intent is to capture what we know many consider to be the essential components that underpin the relationship of trust between patients and medical professionals."

2013	2024
Knowledge, skills and performance	Knowledge, skills and development
Maintain your professional performance	Provide a good standard of practice and care, and work within your competence
Apply knowledge and experience to practice	Keep your knowledge and skills up to date
Ensure that all documentation formally recording your work is clear, accurate and legible.	

Safety and quality	Patients, partnership and communication
Contribute to and comply with systems to protect patients	Respect every patient's dignity and treat them as an individual
Respond to risks to safety	Listen to patients and work in partnership with them, supporting them to make informed decisions about their care
Protect patients and colleagues from any risk posed by your health	Protect patients' personal information from improper disclosure

Communication, partnership + teamwork	Colleagues, culture and safety
Communicate effectively	Work with colleagues in ways that best serve the interests of patients, being willing to lead or follow as circumstances require.
Work constructively with colleagues and delegate effectively	Be willing to share your knowledge, skills and experience with colleagues, whether informally or through teaching, training, mentoring or coaching
Establish and maintain partnerships with patients	Treat people with respect and help to create a working and training environment that is compassionate, supportive and fair
	Act promptly if you think that patient safety or dignity may be seriously compromised
	Take care of your own health and wellbeing needs, recognising and taking appropriate action if you may not be fit to work

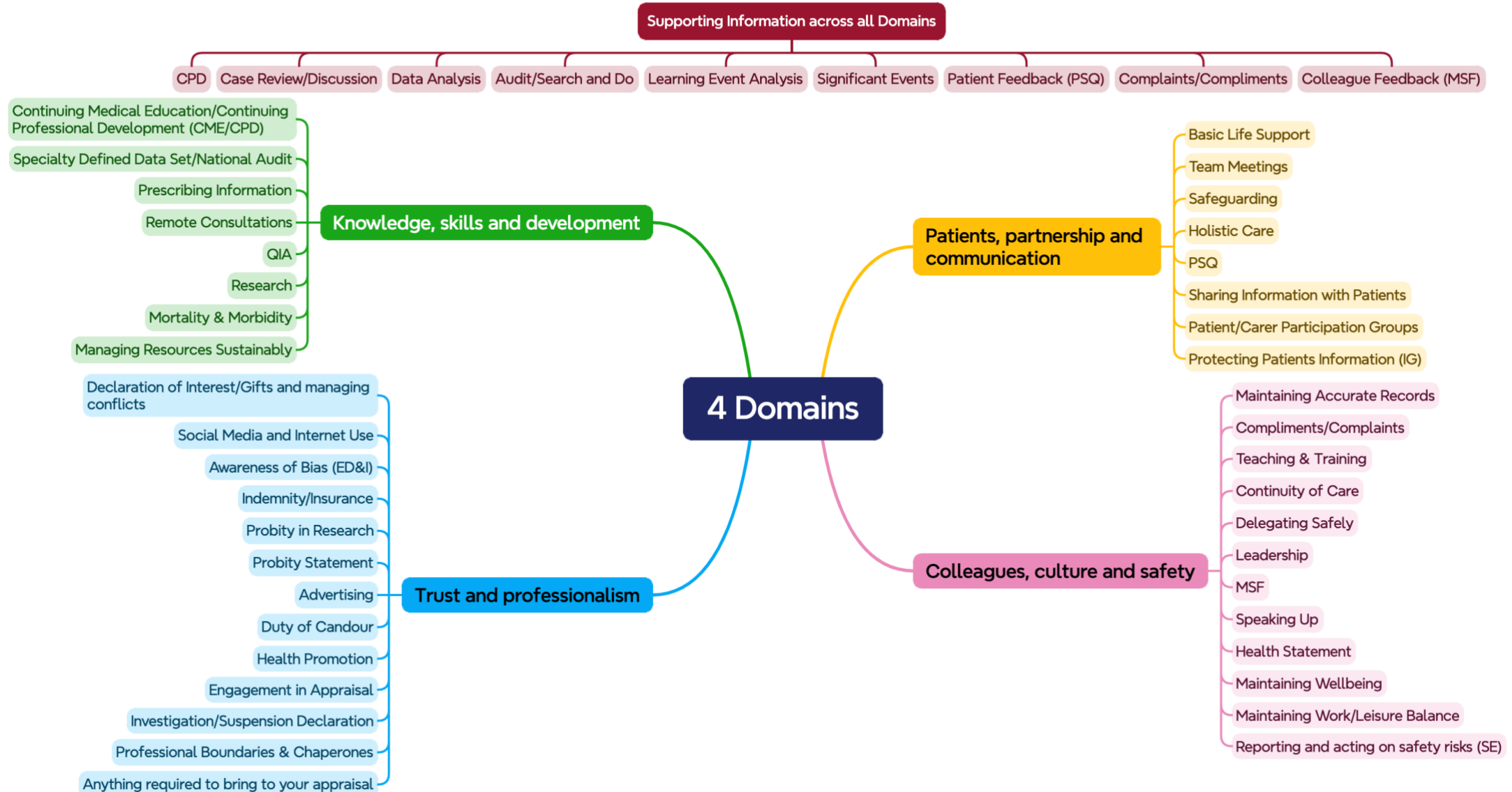
Maintaining trust	Trust and Professionalism
Show respect for patients	Act with honesty and integrity and be open if things go wrong
Treat patients and colleagues fairly and without discrimination	Protect and promote the health of patients and the public
Act with honesty and integrity	Never unfairly discriminate against patients or colleagues
	Never abuse the trust patients place in you or the public's trust in your profession



Link to [GMC supporting information](#)

Link to [GMP Update 2024](#)

## Line Diagram 1 - Suggested Links to Domains



## Line Diagram 2 - Suggested Links to Domains

