

UEMO 2000/123

BMA Career Progress of Doctors Committee - Guidelines for Promoting Equal Opportunities in the Health Service (1996) From U.K. Delegation

Recommendations

- 1 All employers and general practice partners should practice equal opportunity in all employment matters including recruitment and selection, training, promotion and career development.
- 2 Equal opportunity policies should address the issue of harassment and discrimination within the legal framework.
- 3 The policy should be clearly communicated to all staff, and those with responsibility for implementing and monitoring the policy should receive training and guidance.
- 4 All complaints should be dealt with promptly using the framework of the policy.
- 5 Equal opportunity policies should be audited and remedial action taken to address deficiencies.
- 6 All employees should be made aware that harassment and discrimination is a disciplinary offence and may in certain instances be unlawful. To this end all employees should be positively encouraged to promote equal opportunities.
- 7 Trade unions and professional associations should encourage and co-operate with employers in developing and promoting an equal opportunity policy.
- 8 University medical schools should promote the equal opportunities policy of their university to the medical students in their school.
- 9 University medical schools, trusts and general practice partners should co-operate to clarify their respective roles in promoting equal opportunities during the clinical training of medical students.

Copies of the full document are available on request from the BMA. The guidelines are due to be updated in the near future.

Sent by Isabel Fish/BMA
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