Fit and Proper Persons Policy – Directors

1. Introduction:

This policy sets out how Korus Ultrasound Ltd ensures that individuals appointed to Director-level roles meet the Care Quality Commission's (CQC) Fit and Proper Persons Requirement (FPPR) under Regulation 5 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.

2. Purpose:

To ensure Directors are fit and proper for their roles and to demonstrate compliance with CQC Regulation 5.

3. Policy Scope:

This policy applies to the CEO, COO, and any individual performing equivalent or similar board level functions.

4. Legal and Regulatory Context:

This policy is aligned with CQC Regulation 5, NHS Employers Standards, and NHS England FPPT Framework (2023).

5. Responsibilities:

CEO: overall accountability;

HR Lead: record keeping and implementation;

All Directors: ongoing compliance

6. Definitions:

A Fit and Proper Person is of good character, competent, qualified, and not disqualified under law.

7. Criteria for Fitness:

Includes good character, appropriate qualifications, physical and mental capability, no history of misconduct, and not being disqualified.

8. RE-appointment Checks

Enhanced DBS, references, identity verification, qualifications, right to work, bankruptcy and disqualified director checks, and self-declaration.

9. Ongoing assessment:

Annual self-declaration, DBS status review, appraisal, and spot checks

10. Concerns and Non-compliance:

All documentation stored securely in Sage HR, including checks, declarations, appraisals, and

investigations.

11. Record keeping:

All documentation stored securely in Sage HR, including checks, declarations, appraisals, and investigations.

12. Training and Review:

CEO and HR Lead trained. Policy reviewed annually or upon regulatory updates. Audits may be conducted.