Appendix: All our recommendations and commitments

	What?	Who?	Chapter
1	Each UK country should have a Health and Social Care Safety Commissioner, or equivalent function, with broad responsibility for identifying, monitoring, reporting, and advising on ways of addressing patient and service user risks. *(See text for details of actions we recommend are taken forward by the commissioners.)*	The four UK Governments	5
2	Regulators and registers work collaboratively to improve the diversity of fitness to practise panels, other decision-makers and senior leadership to ensure they reflect the diversity of the community more closely.	Professional regulators and Accredited registers	1
3	Regulators and registers work with other health and care bodies to gain a better understanding of the demographic profile of complainants and reduce barriers to raising complaints for particular groups.	Professional regulators, Accredited Registers, and other health and care sector bodies	1
4	Regulators and registers review how their fitness to practise processes and guidance address allegations of racist and discriminatory behaviour.	Professional regulators and Accredited registers	1
5	Demographic data on complaints made to the health and care services across the UK is recorded and made available for all bodies to use.	UK Governments/health and social care services	1
6	Governments use the current healthcare professional regulation reform programme to: Review the adequacy and effectiveness of the powers of regulators with a role in regulating businesses. • Consider whether there is a case for extending business regulation powers to all regulators whose registrants work in 'high street' practices • Ensure regulators have the agility to address the challenges brought about by new approaches to funding and delivering care, including the introduction of new technologies.	UK Governments	2
7	Regulators tackle business practices that fail to put patients first, risk undermining confidence in the professions, or fail to allow registrants to exercise their professional judgement. A cross-sector review should be conducted of the effectiveness of arrangements to address financial conflicts of interest among healthcare professionals.	Professional regulators	2
8	Governments, regulators and registers review how they will determine the lines of accountability for new technologies used in health and care.	UK Governments, professional regulators and Accredited registers	2
9	Regulators and registers work collaboratively to identify opportunities to speed up workforce supply, equip practitioners to deal with future challenges in how care is delivered, close safety gaps and protect patients and service users.	Professional regulators and Accredited registers	3

	What?	Who?	Chapter
10	There is a clear process to guide the development of new health and care roles including the scope and purpose of the role, and the process for deciding on the level of assurance required.	UK Governments and education and workforce bodies	3
11	There should be an agreed way of deciding when to deviate from taking a UK-wide approach based on a review of risks and benefits alongside consideration of the national context.	UK Governments	3
12	Those involved in health and care workforce planning and delivery across the UK actively support additional and alternative means of assurance as a means of managing risks to patients and service users.	UK Governments, health social care services, employers, education and workforce bodies	3
13	The four UK Governments work together to develop a coherent strategy for the regulation of people, to support delivery of their national health and social care workforce strategies.	UK Governments	3
14	Regulators should do more, both individually and collectively, to clarify and explain their approach to cases where a professional has been involved in a patient or service user safety incident.	Professional regulators	4
15	The UK Government should ensure that the 'safe spaces' investigation approach being implemented in England does not cut across the duty of candour or otherwise negatively impact on transparency or accountability.	The UK Government	4
16	The Authority will ensure that the application of our EDI standards for regulators is stretching and stimulates continuous improvement.	The Professional Standards Authority	1
17	The Authority will work to ensure a consistent approach across both regulated and unregulated practitioners through our Accredited Registers programme and will be introducing clearer requirements for registers on EDI later this year.	The Professional Standards Authority	1
18	The Authority will look at its own processes to ensure that we are not reinforcing or exacerbating inequalities in the regulatory system.	The Professional Standards Authority	1
19	The Authority will use its oversight role to encourage co-operation, collaboration, and coherence on EDI issues across the system, noting the inherent challenges in trying to address safety concerns when it is so fragmented.	The Professional Standards Authority	1
20	The Authority will use its oversight role, expertise and convening power to support the development of regulatory strategies by the UK Governments.	The Professional Standards Authority	3
21	The Authority will bring people together to find ways for the HSIB England's 'safe spaces' approach, and other initiatives for improving safety culture, to support candour and accountability. This will include patients, service users and families, professionals, regulators, and many others.	The Professional Standards Authority + stakeholders	4