



Department for  
Business, Energy  
& Industrial Strategy

# The Recognition of Professional Qualifications and Regulation of Professions: Call for Evidence

Summary of Responses



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# Executive Summary

There are over 160 professions regulated by legislation across the UK, providing important services that we all benefit from. Consumers value high-quality services from these professionals, who form a vital part of our world-leading services sectors.

Qualified professionals and the services they deliver are important as we back the recovery from coronavirus (COVID-19). Many of our professionals have supported the UK's response to the pandemic, in particular medical and nursing professionals. Others have ensured that social care and education have continued; others keep the country moving as transport professionals. A network of over 50 regulators help ensure these sectors provide important contributions to our economy and society.

We want a regulatory environment that supports jobs, gives fair access to all professionals, and maintains high standards in the UK. To support that, the Government works with a wide range of stakeholders to ensure that we have evidence about the recognition of professional qualifications and regulation of professions. Last year, we conducted a Call for Evidence as part of this wider programme of engagement, which included detailed discussions with regulators, trade associations, other organisations, and academics from all parts of the UK, and a request for written evidence.

This summary considers the written evidence we received by theme and showcases the wide variety of views expressed. Respondents varied in nature and, as a consequence, the responses that were submitted covered a range of interests and views.

The responses submitted to that Call for Evidence, alongside our discussions and correspondence with stakeholders, indicated a complex regulatory landscape which has been developed to meet the needs of professions. We heard examples of how the regulatory landscape can operate smoothly, recognise expertise and be agile in responding to changing needs; but we also found that there is considerable diversity of approaches and expectations, which can be difficult to navigate. Some respondents provided views about specific professions, including those that are voluntarily regulated. These views have been passed on to the relevant government department for further consideration.

The responses to our programme of evidence gathering, including the written Call for Evidence reported on here, have enhanced our understanding of the current regulatory landscape, and highlighted opportunities for improvements. This summary forms an important part of our evidence base as we consider options to reform the regulatory landscape that are in the interests of all parts of the UK.

## Introduction

Qualified professionals work at the forefront of our public services and are crucial to the UK's world-leading services sectors. Consumers value the high-quality services that they receive from these professionals. An effective regulatory environment for professions is vital to maintaining these high standards and promoting the safety of services.

Our regulatory environment for professions is important as we back the recovery from coronavirus (COVID-19). Many of our professionals have supported the UK's response to the pandemic, in particular medical and nursing professionals. Other professions have ensured that social care and education have continued; others again keep the country moving as transport professionals. These examples are some of the many professions regulated by a network of over 50 regulators. They provide important contributions to our economy and society. We want our professions to continue to attract the skills they need and for everyone to be confident in the professionals delivering important services.

The regulation of professions includes the recognition of professional qualifications gained in other countries. We want to continue attracting the best global professionals to work in the UK, while maintaining the UK's high standards.

Some of the principles which underpin our approach to the regulation of professions originate in EU law and were framed by the EU's Mutual Recognition of Professional Qualifications Directive (MRPQ Directive).<sup>1</sup> When the transition period concluded on 31 December 2020, EU law ceased to apply in the UK. However, we retained elements of the legislation which implemented the MRPQ Directive to provide certainty to UK businesses and maintain workforce supply for key public services.<sup>2</sup> This interim system cannot run in perpetuity. We want a framework for the recognition of qualifications that enables the UK to attract the best talent and that reflects the UK's global trade agenda.

The Call for Evidence asked about the UK's approach to the recognition of professional qualifications and the regulation of professions. It was part of building our understanding to support us to:

- Ensure that the way we recognise qualifications from other countries is fair, complements the needs of the UK workforce and maintains high levels of quality and consumer protection.
- Promote a regulatory environment that supports jobs, social mobility and access to professions for individuals from all backgrounds.
- Ensure the regulation of professions is innovative, adaptive, proportionate; and meets the needs of consumers as well as protects public safety.
- Strengthen the UK's ability to negotiate international trade agreements on recognition of professional qualifications.

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<sup>1</sup> European Commission. '[Recognition of professional qualifications in practice](#)' (viewed on 28 April 2021)

<sup>2</sup> Department for Business, Energy and Industrial Strategy. '[Recognition of professional qualifications: guidance for regulatory bodies](#)' (viewed on 28 April 2021)

## What are regulated professions and why are they important?

A regulated profession is one in which there are legal restrictions on pursuing the activities or a subset of activities of the profession, such as for doctors. A regulated profession can also have legal restrictions on using a professional title, such as the use of 'architect' in the UK. Across the UK there are over 160 professions that are regulated by legislation, by more than 50 regulators, in addition to a range of other professions regulated voluntarily.

The most common example of professional regulation occurs when an individual is required by law to register with a regulator in order to practise within that profession. This usually requires professionals to gain a qualification or carry out specialised training to demonstrate their capability in their chosen field. Other routes include accreditation, with professionals choosing to be voluntarily regulated, and certification, where professionals are required to gain qualifications to use a professional title.

Regulating professional qualifications is important for many reasons. It corrects market failures, provides essential safety and security for the public, and ensures that standards are maintained. It also facilitates trade and international mobility, removing barriers for both individuals to practise and sectors to provide services in other countries.

# Call for Evidence

To better understand the UK's current approach to the recognition of professional qualifications from other countries, we conducted a Call for Evidence. Our programme of engagement included detailed discussions with regulators, trade associations, other organisations, and academics from all parts of the UK.

We also issued a written Call for Evidence on 25 August 2020 which ran until 23 October 2020.

The Call for Evidence was the first step in making sure we have a regulatory environment that supports jobs, gives fair access to all global professionals and maintains high standards. It gathered information about our current domestic regulation of professions. We were particularly interested in views on three main themes:

- How the UK recognises professional qualifications from other countries, to inform the UK's future approach.
- The experience of professionals moving and operating within the UK internal market, to support the Government's thinking in relation to the effective operation of the UK's internal market.
- How professions are regulated in the UK, both professions that are regulated by law and those that are voluntarily regulated.

The Call for Evidence invited stakeholders to share their experiences of interacting with the existing regulatory environment, and their intentions for interaction with them in the future. We asked respondents to provide evidence on:

- The processes required to qualify and practise as a recognised professional, or to gain recognition of professional qualifications.
- The costs and benefits of employing a regulated professional over someone without a recognised qualification.
- What deters people from qualifying as a regulated professional.

The written Call for Evidence was part of a wider programme of engagement and it was formed of two constituent parts: the first, a series of written questions; the second, an online questionnaire.

The first of these, the written questions, was published on gov.uk and consisted of 28 questions. Organisations and individuals emailed their responses to BEIS. We received 82 responses from regulatory bodies.<sup>3</sup> The full set of questions is at Annex A.

The second part, the online multiple-choice questionnaire, targeted a wide range of individual stakeholders, including consumers, students and professionals with qualifications gained in the

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<sup>3</sup> For the purpose of setting out the findings contained in this response, the term 'regulatory bodies' is used to collectively describe regulators, oversight bodies, and professional bodies.

## The Recognition of Professional Qualifications and Regulation of Professions: Call for Evidence: Summary of Responses

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UK and overseas working within a regulated profession. We received 335 responses to this part of the written Call for Evidence.<sup>4</sup>

This summary document sets out the themes and areas of interest indicated in the written evidence we received. Respondents were self-selecting and do not represent the full range of stakeholders. There are relatively few responses compared to the actual scale of the regulated professions landscape meaning the sample size is relatively small, and so the observations here should not be used to make broad generalisations within or across sectors. The findings detailed in this summary are not necessarily scalable but should be read as indicative of general areas of interest.

The written Call for Evidence sits alongside our detailed discussions with regulators, trade associations, other organisations, and academics from all parts of the UK. We have continued to engage with regulators as well as the devolved administrations. Looking ahead, we will maintain this engagement to ensure that the UK continues to support the recognition of professional qualifications in ways that work both domestically and for global trade, respect autonomy and value quality.

We are grateful to all those that engaged with us and responded to the written Call for Evidence.

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<sup>4</sup> We received 319 responses to the online multiple-choice questionnaire. We received a further 16 written responses via e-mail. These were added to the questionnaire responses, and categorised as “other” for respondent type.



## Respondents

We received 417 responses to the combined parts of the written Call for Evidence from regulatory bodies, individuals and organisations in total. These include 82 from regulatory bodies and 335 responses from individuals and other organisations. A list of the organisations that responded to the written Call for Evidence is at Annex B.

Responses came from a range of organisations and professions, but do not cover all regulated professions in the UK. Some responses were UK wide while others were specific to UK nations. Responses from devolved nations all came from regulatory bodies: 2 in Wales, 5 in Scotland and 2 in Northern Ireland.

Of the 335 responses from ‘other’ categories (which includes ‘individuals’), 14 were from professionals currently working in Scotland and 4 in Wales. There were no individual respondents who stated they were based in Northern Ireland.

A breakdown of the respondents is in Table 1.

*Table 1 Respondents to written Call for Evidence by type*

<b>Respondent Type</b>	<b>Number</b>
Regulator	26
Professional Body	41
Oversight Body	5
Professional Association	10
Other respondents (including individuals)	335
<b>TOTAL</b>	<b>417</b>

# Analysis and Key Findings

The analysis of the responses to the written Call for Evidence has been grouped into the following key areas:

## 1. The Recognition of Professional Qualifications

- International cooperation
- Routes, legislation and powers
- Supporting refugees
- Accessibility for applicants

## 2. The Regulation of Professions

- Barriers to entering professions
- Transparency of information regarding entry to professions
- Processes and practices of regulatory bodies

We asked questions about processes and the benefits or challenges of the regulatory environment. That is reflected in the summary of findings presented in this document.

## Recognition of professional qualifications from overseas

### International cooperation

We asked about the level of dialogue regulatory bodies maintain with their counterparts in other countries. We also asked about the benefits and challenges associated with international cooperation. There were 62 responses from regulatory bodies to this question.

- 27 out of 62 regulatory bodies indicated a high level of dialogue with their counterparts in other countries. This generally consisted of formal links with international bodies at multiple levels and participation in supranational organisations promoting shared standards.
- 22 out of 62 regulatory bodies indicated a moderate level of dialogue with their counterparts in other countries. This generally consisted of some formal links alongside communication specific to the processing of applications for recognition of qualifications.
- 13 out of 62 regulatory bodies indicated a low level of dialogue with their counterparts in other countries. Some respondents indicated their engagement was limited to the use of the EU's Internal Market Information system.<sup>5</sup>

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<sup>5</sup> The Internal Market Information System facilitates the exchange of information between public authorities, including certain regulators of professional qualifications, involved in the implementation of EU law.

- Several regulators noted that the level of international dialogue with their counterparts is shaped by the ability of the responding organisation to exercise autonomy over their own affairs.
- Of the responses from devolved UK nations: 4 regulatory bodies from Scotland noted that they had high levels of engagement with international counterparts, whilst one had low engagement; 1 Welsh regulatory body indicated a high level of engagement, and 1 a moderate level of engagement; and 2 Northern Irish regulatory bodies reported a moderate level of engagement.

The respondents that indicated that they cooperated with counterparts in other countries did so with a range of European and international bodies. Some responses indicated the role of international dialogue in supporting the sharing of best practice and the benchmarking of standards. The challenges they reported typically included competing interests and differing standards.

### Routes, legislation and powers

We asked about the extent to which regulatory bodies felt that they required new powers to change their international routes to recognition, and whether this would require legislation to achieve. There were 60 responses to this question.

- Of the 60 regulatory bodies which responded, 40 indicated that they did not require new legislation to enact changes to their routes to recognition, while 13 indicated that they did. In both instances regulators were able to point to existing legislation and identify whether this permitted them to make changes or not.
- Of the responses from devolved UK nations: none indicated that they would require new legislation although 1 regulatory body from Wales and 1 regulatory body from Northern Ireland was unsure about whether this would be required.
- A common theme highlighted by respondents who suggested that they do not need new legislation was the power granted to them by existing legislation to adapt their international routes to recognition.
- Several respondents referenced their use of the MRPQ Directive, and the need to ensure that this EU system is replaced efficiently to ensure minimal disruption.
- Of the responses from regulatory bodies in devolved UK nations, all were able to describe their processes for recognising individuals with professional qualifications from other countries (5 from Scotland, 2 from Wales and 2 from Northern Ireland).

### Accessibility for applicants to enter into professions

We asked about the barriers to entry into professions for professionals from other countries. These questions were only asked of overseas qualified professionals who had since attained recognition in the UK, 10 of whom provided some detail. These respondents focused on the importance of providing clear and accessible guidance to ensure transparency and increase accessibility to overseas applicants.

- 3 respondents provided suggestions on how the UK's routes to recognition might be improved. A surveyor suggested this could be accomplished by making it easier to prove equivalence between professional qualifications. An engineer suggested that lending greater recognition to certain key professions could help. A librarian suggested that incorporating minimum standards for a profession would be beneficial.
- 3 respondents to the online survey, a barrister, a solicitor, and an architectural technologist from Ireland, India and Nigeria respectively, felt that their route to recognition in the UK was easy to understand. A further 3 respondents, a solicitor, a urologist, and a librarian from Spain, Bulgaria and the United States respectively, felt that their route to recognition in the UK was hard or very hard to understand. These respondents represented a range of professions and were seeking recognition of qualifications from different overseas locations; there is no pattern to which fields or routes were well or poorly supported. 4 respondents felt that their route to recognition in the UK was neither easy nor hard to understand.
- 7 out of the 10 responses selected 'sufficient' or 'very sufficient' in the questionnaire options to describe the support they felt the Government provides to help overseas applicants. 1 response stated that the support offered by the Government to overseas applicants was insufficient.

We asked about the types of costs to regulators of assessing qualifications from both overseas and domestic applicants. 24 regulatory bodies provided information on types of costs. The key reasons for costs included:

- **Administrative checks** – associated with verifying qualifications awarded by overseas bodies, or disclosure checks to ensure applicants are permitted to practise within a profession;
- **Language test** – ensuring that overseas applicants have the necessary English language skills to provide services across the UK. An example given was the Professional and Linguistic Assessments Board (PLAB) test, which is required by the General Medical Council in order for overseas applicants to practise in the UK; and
- **Further compensatory measures** – where there remains some qualification aspect, or competence examination that relates neither to original qualifications nor language testing.

24 respondents provided detail on precise costs, with a range from £0 to £3,980. Out of these respondents, 9 reported total costs of over £1,000.

## Supporting refugees

We asked to what extent regulators have provisions in place to support the recognition of professional qualifications held by refugees. Of the 63 regulatory bodies which responded to this question, 7 specified that they have tailored measures in place to support refugees.

- Where described, the measures that regulatory bodies employ to support applications for professional qualification recognition from refugees included:
  - Working with refugee charities to identify routes into the relevant profession;
  - Providing financial support or waivers of application and examination fees; and

- Flexibility when assessing the supporting materials that are needed to make a recognition application by refugees who may be unable to produce the necessary documents.
- Of the 63 respondents, 56 said that they did not have dedicated provisions to support applications from refugees. Where detail was provided, these respondents suggested that this was either because supporting those applications would be captured in their current recognition processes, or that their processes were flexible enough to accommodate for the need of these applicants on a case-by-case basis, when necessary.

## Recognition of professional qualifications from overseas: principal findings

- There is a wide range of approaches and methods employed by regulatory bodies when they interact with counterparts in other countries.
- Almost all regulatory bodies who responded engage with their counterparts from other countries (60 out of the 63 provided detail) but the intensity with which they engage varies.
- All regulatory bodies who responded had some familiarity with the current legislation and what it allows them to do. 12 out of 63 regulators indicated that they need new legislation to help address the challenges associated with altering routes to recognition.
- Access routes for refugees did not receive many responses in the written Call for Evidence. A small portion of regulatory body respondents indicated they had tailored access routes in place to support refugees.

## The Regulation of Professions in the UK

### Barriers to entering professions

We asked about the requirements that regulatory bodies place on professionals to control access to professions. We asked about methods of regulation, qualification standards and routes to accessing professions. There were 68 responses to this from regulatory bodies.

The responses showed that regulatory bodies use three main approaches to regulating their professions:

- **Accreditation** – of the responses received, 38 regulatory bodies who have regulatory responsibilities regulate by accrediting their profession(s). These accredited professionals choose to be regulated voluntarily but could otherwise provide their professional services without being regulated. Professions that are only subject to accreditation typically have the least restrictive requirements.
- **Licensing** – of the responses received, 25 regulatory bodies regulate by licensing their profession(s). Licensing can be seen as the most restrictive form of regulation and requires professionals to obtain a licence to enter the profession and provide their services.
- **Certification** – of the responses received, 4 regulatory bodies use the certification of professions. Certified professionals are required to gain qualifications and become

certified to use a professional title, but do not have to do so to provide professional services.

Some regulatory bodies, who regulate multiple professions, apply different methods of regulation across the professions they regulate.

- The most common expectation of qualification by the regulatory bodies who responded was higher education. 44 out of the 68 regulatory bodies who responded required applicants to be qualified at higher education level. Regulatory bodies which license or certify their profession typically have the highest education requirements, such as masters degrees and qualification periods of 5 years or more.
- 24 of the 44 regulatory bodies with higher education requirements noted that they also provide applicants with an alternative way of accessing the profession, rather than exclusively having to obtain a higher education qualification. These included apprenticeships schemes, competency-based assessments, and work-based learning. Amongst these, apprenticeships were the most common form of alternative access routes.
- Amongst respondents, twice as many regulatory bodies that regulate their profession by accreditation described providing an alternative access route compared to those bodies who license or certify their profession.

## Transparency of information regarding entry into professions

We asked about the provision of information as part of the qualification process within the UK. This included questions on how easy or hard it is to obtain information, as well as questions surrounding the level of support professionals felt they receive from UK regulators. There were 194 responses from individuals to this set of questions.

- Of the 194 responses to this question, 137 found it very easy or easy to obtain information about the qualifications process to enter their chosen profession. Only 16 reported that they found it very hard or hard to obtain information about the qualifications process.<sup>6</sup>
- Respondents expressed a range of views on support received in order to enter professions, with some feeling supported, while others were unsure or did not feel supported at all. Those respondents who felt supported pointed to good communication and resources, including clear advice, guidelines, and frameworks which can be easily accessed, as well as training opportunities and regular seminars and webinars.
- There was a variety of views expressed about what would help applicants understand the steps required to enter their profession. This included: opportunities to talk to professionals about their experience, for example, at open days; work experience; a visual roadmap detailing and clarifying the exact steps required in the different routes to the profession; and greater publicity about the profession.

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<sup>6</sup> 196 of the respondents who classified themselves as a professional in a regulated profession gained their qualification in the UK. 93, c. 47% of the sample, reported that they have been qualified for 20 or more years. Over 50% of the sample practise just 5 professions: radiographers, librarians, patent attorneys, trademark attorneys and engineers.

- Of the responses from devolved UK nations: 4 regulatory bodies in Scotland, 2 in Wales, and 1 in Northern Ireland collected data on the diversity of UK and international applications.

We also asked about the costs and fees associated with entering professions.

- Responses indicated a wide range of costs to obtain qualifications, ranging from zero to over £50,000. Due to the range of responses, including professions covered and interpretation of the ask, it is not appropriate to extract an average cost.
- Respondents indicated a range of responses – between £0 to over £200 – for fees payable to regulators for initial and ongoing registration. We do not know how much higher than £200 this cost was for the individuals who selected this option, as it was the highest possible response to the question.

## Processes and practices of regulatory bodies

We asked various questions about how regulatory bodies operate within their organisations.

We asked about whether and how regulators take a principles-based approach to regulating their professions. There were 56 responses from regulatory bodies to this question.

- 27 of the 56 regulatory bodies who responded cited ‘Better Regulation’ style principles that they apply to the way they function.<sup>7</sup>
- 25 of the 56 regulatory bodies who responded noted that they incorporate principles by imposing a code of ethics on the professionals they regulate. Of the responses from devolved UK nations: 3 Scottish and 2 Welsh regulatory bodies referenced the importance of adhering to these ethical standards in order to protect consumers.
- Respondents noted the role of documents that establish principles at the centre of their processes, the importance of internal and external scrutiny or audit. They also noted the role of benchmarking activities, publishing decisions, robust complaints systems, and the importance of adequate disciplinary procedures and sanctions where appropriate.

We asked whether and how regulatory bodies monitor and review their regulations with the view to improving the way they regulate their profession(s). There were 64 responses from regulatory bodies to this question.

Regulatory bodies detailed two – non-mutually exclusive – processes for conducting reviews:

- Sustained, comprehensive, and structured formal reviews involving external reviewers and a thorough process of stakeholder engagement. 44 out of the 64 regulatory bodies who responded noted that they conduct formal reviews.
- Often regulatory bodies have both formal and informal processes; 36 out of the 64 regulatory bodies who responded noted informal processes (smaller ad-hoc and typically lighter-touch informal processes, triggered on the basis of self-determined need).

We asked about whether, how and why regulatory bodies make changes to the way they regulate their profession(s), including how they make changes to ensure the regulation

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<sup>7</sup> Department for Business, Energy and Industrial Strategy, the ‘[Regulators’ Code](#)’ (viewed on 28 April 2021)

remains relevant to current challenges. There were 63 responses from regulatory bodies that addressed this topic.

- Regulatory bodies detailed various types of changes under ongoing consideration, the most common of which included: changes to upskill the profession to stay relevant; driving improvements in line with Better Regulation principles; and routine changes to maintain professional standards.
- 8 of the 63 responses noted that COVID-19 was a current challenge to which they had to respond.
- Other responses suggested making changes to keep up with technological developments. Regulatory bodies that had recently made changes to their processes and practices were driven by a broad range of factors. The most common drivers of change cited were reviews conducted both internally and externally, feedback (whether from members, professionals, employers, or consumers), legislative change, and market requirements.
- Of the responses from devolved UK nations: 5 Scottish regulatory bodies noted they were considering changes to their processes; 1 Northern Irish and 1 Welsh regulatory body were also considering changes to their regulatory processes.

We asked whether regulatory bodies take steps to ensure their regulation supports innovation. There were 54 responses from regulatory bodies to this question.

- 12 out of the 54 regulatory bodies who responded already take active and tangible steps to support innovation within their profession, with a further 8 detailing steps they have taken to innovate their internal processes. Those steps may not be profession specific.
- An example given of steps to support innovation within professions was using technology to deliver services.
- An example given of steps to support innovation within processes was digitising the applications process.

### The regulation of professions in the UK: principal findings

- There is not a 'one size fits all' approach to the regulation of professions.
- Over half of respondents regulate by accrediting their profession. Around a third regulate by licensing, and a few by certification. Some respondents regulate by a mixture of approaches.
- Licensed and certified professions typically had the highest qualification requirements in terms of years of study and qualification level. They were less likely to have an access route for professionals who do not have a higher education qualification.
- Responses indicated that more could be done to encourage regulatory bodies to support innovation within their profession and their processes.
- More could be done to increase consistency in the methods used by regulatory bodies to monitor, review, and report their processes and standards.



## Conclusions and Next Steps

The responses to our programme of evidence gathering, including the written Call for Evidence reported on here, have enhanced our understanding of the current regulatory landscape, and highlighted opportunities for improvements. This summary forms an important part of our evidence base as the Government considers options to reform the regulatory landscape that are in the UK's interests.

The responses submitted, alongside our discussions with stakeholders and correspondence, reported a complex regulatory landscape which has been developed over time to meet the needs of professions. We heard examples of how the regulatory landscape can operate smoothly, recognise expertise and be agile in responding to changing needs; but we also found that there is considerable complexity in the diversity of approaches and expectations, which can be difficult to navigate.

In relation to the recognition of professional qualifications from overseas, there is a range of views on the extent of international cooperation, accessibility for applicants to enter professions, and the current legislative footing. Regulatory bodies indicated that they use a wide range of approaches and methods to interact with their counterparts in other countries. For individuals, the sample size was small and experiences differed, but responses provided insights into the routes to recognition.

We received a range of insights about professionals' experience of navigating the regulatory landscape, including in relation to transparency of information regarding entry into professions, costs and fees. While the majority of individual respondents said that it was easy to obtain information or otherwise understand the steps required to enter into their profession, those who reported difficulty pointed to further opportunities to reduce barriers to entry into professions. These included opportunities to talk to professionals about their experiences, by clarifying the exact steps required by different routes into a given profession, and through greater publicity about certain professions.

We value the expertise and insight that respondents to the Call for Evidence provided. We will continue to work with regulatory bodies, individual sectors and the devolved administrations as we bring forward proposals for a framework for the recognition of professional qualifications and regulation of professions that is attuned to the UK's needs.

# Annexes

## Annex A: The Recognition of Professional Qualifications and Regulation of Professions

### Questionnaire for Regulators

#### Current Regulation of Professions

1. Please tell us in which nation(s) you are a regulator of a profession:

England	Wales
Scotland	Northern Ireland

2. Please state the sector(s) you regulate within.
3. Please state the profession(s) you regulate.
4. Please outline the rationale for regulation within your sector. Listed below are some non-exhaustive possible rationales for regulation you may like to consider in your answer. In each instance, please explain their importance to regulation within your sector
  - Protects public interest for environmental reasons
  - Protects public safety for health reasons
  - Value for money / protects taxpayer
  - Enables professionals to charge more for their services
  - Protects consumers from receiving a low quality of services
  - Provides training
5. Please outline any evidence you have on the consumer protection impacts provided by your regulations.

#### International Recognition

The following questions focus on the route to recognition you offer for applicants with international qualifications.

6. Please outline your process(es) of recognising someone with an international qualification. In your answer, please include details of how this differs from the process of recognising a domestic applicant, the rationale for this/ the reasons why this is the case, and the costs of administering this route.

If you have different processes for different international routes (e.g. for candidates from the EU, USA, Australia, or due to any Mutual Recognition Agreements you hold), please include details on the differences between them.

7. Please outline any additional steps and their resource implications that you face in processing applicants with international qualifications?
8. With reference to any of the additional steps outlined above, what would you suggest are the priorities for the UK Government in considering future ways to recognise international qualifications? Please include any details on what an ideal system could look like, as well as how it could operate. Please consider what the priorities would be for the profession you regulate.
9. Do you require legislation to give you powers to make changes to your international recognition routes?
10. What level of dialogue do you maintain with your international counterparts? Please outline the benefits and challenges to cooperation. Please also outline if you are a member of any international networks of regulators, what they are and your experience with them.
11. What are your priorities for supporting UK professionals on your register to have access to their profession in other countries? Please outline any Government support that would help.
12. Do you have any provisions for the recognition of professional qualifications held by refugees residing in the UK? If yes, please detail what these are and why you have implemented these provisions. If no, please detail why not.

### **Developing Professional Standards and Regulation**

The following questions focus on how you develop your UK professional standards.

13. Please describe the process by which UK professionals gain qualifications to enter the profession, including detail on the types of education and training they must undergo and how long it takes to complete them.
14. Please describe the process you offer for professionals who have gained the relevant UK qualifications to be brought onto your register.
15. How often do you review your processes and standards? In your answer, please describe both formal and informal ways this is carried out (e.g. via consultancy, membership surveys) and include detail of any changes you have recently made based to this process.
16. Thinking about key changes that have been made to your qualification processes, what has been the cause for this change? Below are some non-exhaustive possible options to consider in your answer.
  - Legislative change
  - Findings from own internal review
  - Feedback from consumers
  - Feedback from professionals

17. Do you feel that the current standards you set, against which applicants are assessed to enter onto the register, are a fair reflection of the level of skill, training, education, and experience required to practise their profession? Please explain your answer.
18. Please detail any principles of regulation you follow (e.g. proportionality and transparency) and how you uphold them, and whether they support you in your duties as a regulator.
19. Please detail any requirements you may place on the professionals you regulate and why they are necessary. If you do not impose any requirements, please justify your reasons for not doing so.
20. Please describe the process by which you determine your application fees. Please set out any principles or guidelines you adhere to when determining fee amounts.
21. Please detail any changes that you are considering for your sector to ensure the profession you regulate stays relevant to current challenges. Does current regulation allow for you to make these changes?
22. Please detail any steps you take to help make sure that your standards and processes are adaptive, support innovation and promote social mobility.

### **Continuous Professional Development**

23. Please detail any continuous professional development that is required for professionals to remain on your register. Please include detail on how often this should take place, in what form, as well as the benefits of adhering and consequences of not adhering to these requirements.

### **Diversity and Inclusion**

24. Do you collect data on the diversity of both your UK and international applications? For example, on gender or ethnic background.
25. Please outline any steps you take to eliminate unconscious bias from your recognition process.
26. Please outline any steps you take to support job creation in the profession you regulate.
27. Please outline any steps you take to attract a diverse workforce to the profession you regulate.

### **Additional Information**

28. Please detail any other information or evidence that you think we should take into consideration during this Call for Evidence.

## Annex B: Respondents to the written Call for Evidence

The 82 organisations who participated in the written Call for Evidence are indicated below, in addition to the 17 organisations that responded to the online questionnaire.

<b>Regulatory Bodies and other Organisation Respondents to Call for Evidence</b>	
Academy of Experts	Academy of Medical Royal Colleges
ADS (aerospace & defence trade body)	Architects Registration Board
Association for Project Management	Association of Accounting Technicians
Association of Chartered Certified Accountants (ACCA)	Association of Mortgage Intermediaries
Association of School and College Leaders	Bar Council of England and Wales
Bar Standards Board	British Association of Mountain Guides
British Computer Society, The Chartered Institute for IT	British Medical Association (BMA)
British Medical Ultrasound Society	Bupa
Career Development Institute	Chartered Accountants Ireland
Chartered Banker Institute	Chartered Institute of Architectural Technologists
Chartered Institute of Building	Chartered Institute of Credit Management
Chartered Institute of Environmental Health	Chartered Institute of Legal Executive (CILEx) Regulation
Chartered Institute of Linguists	Chartered Institute of Patent Attorneys (CIPA)
Chartered Institute of Management Accountants	Chartered Institute of Plumbing and Heating Engineering (CIPHE)
Chartered Institute of Personnel and Development (CIPD)	Chartered Institution of Public Relations (CIPR)
Chartered Institute of Taxation	Confederation of British Industry (CBI)
Chartered Insurance Institute	Council for Licensed Conveyancers
Consortium for the Accreditation of Sonographic Education	Engineering Council
Education Workforce Council (Wales)	Farriers Registration Council
Faculty of Advocates	Financial Reporting Council
Federation for Informatics Professionals	General Dental Council
General Chiropractic Council (GCC)	General Optical Council
General Medical Council	General Pharmaceutical Council (GPhC)
General Osteopathic Council	Health and Care Professions Council
General Teaching Council for Scotland	Hull University Teaching Hospitals NHS Trust - Radiology
Historic England	Insolvency Service Northern Ireland
Individual Sonographers Responses	Institute of Chartered Accountants in England and Wales (ICAEW)
Institute and Faculty of Actuaries (IFoA)	Institute of Chartered Foresters

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Institute of Chartered Accountants of Scotland	Institute of Economic Affairs/Len Shackleton
Institute of Clerks of Works and Construction Inspectorate	Institute of the Motor Industry
Institute of Marine Engineering, Science & Technology (IMarEST)	Institution for Civil Engineers
Institution for Chemical Engineers	Intellectual Property Regulation Board
Institution of Structural Engineers	Landscaping Institute
Joint Council for Cosmetic Practitioners	Law Society of Northern Ireland
Law Society of England and Wales	Legal Services Board
Law Society of Scotland	National Association of School-Based Teacher Training
National Association of Head Teachers NAHT -	Nottingham Law School
National Pharmacy Association	Office of Rail and Road
Nursing and Midwifery Council	Professional Associations Research Network
Office of the Minister of Agriculture (Northern Ireland Gov)	Propertymark
Professional Standards Authority for Health and Social Care	Royal College of Veterinary Surgeons
Royal College of Nursing	Royal Institution of Chartered Surveyors
Royal Environmental Health Institute of Scotland	Royal Town Planning Institute
Royal Society of Chemistry	Scottish Social Services Council (SSSC)
Science Council	Social Care Wales
Security Industry Authority	Society of Radiographers
Social Work England	Teaching Regulation Agency
Solicitors Regulation Authority	The Chartered Institute of Legal Executives (CILEx)
TES Global Ltd	The Insolvency Service
The Chartered Institute of Trade Mark Attorneys (CITMA)	



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