

Code of Practice

The DVLA panels follow the code of practice for scientific advisory committees (COPSAC): <https://www.gov.uk/government/publications/scientific-advisory-committees-code-of-practice>.

Terms and Conditions for Members of the Secretary of State's Medical Advisory Panels

1. Introduction

1.1 The terms and conditions in this document set out the requirements of membership of the Secretary of State for Transport's Honorary Medical Advisory Panels. They reflect relevant guidance in the Code of Practice for Scientific Advisory Committees published by the Government Office for Science and the Governance Code on Public Appointments.

1.2 You must confirm acceptance of the offer of an appointment as a panel member or chairperson in writing. In doing so, you are confirming that you understand why you are being appointed, in what capacity and the role you are expected to play. You are also agreeing to these terms and conditions, including the required commitments and the expected standards of conduct.

2. Role of panel members

2.1 Terms of reference for the panels are set out at **Annex A**.

2.2 You are being appointed as an individual and not to represent the interests of any organisation.

3. Responsibilities of panel members

- **Induction**

3.1 You are expected to attend an induction day in Swansea within the first month of

service and to familiarise yourself with the induction pack provided to you on appointment.

3.2. If you are being appointed as a chairperson, you will also be expected to attend a specific induction day relevant to this role. Again, this would be in Swansea within the first month of service.

- ***Further training***

3.3 You may be invited to attend training days where information can be shared between panel members and DVLA doctors to give greater insight on the medical standards and how they are applied on a practical level. This may contribute to CPD/CME.

- ***Panel work***

3.4 How you are expected to contribute to panel work is set out at **Annex B**.

3.5 If you are being appointed as a chairperson, you will have the additional responsibilities set out at **Annex C**.

4. Terms of appointment

4.1 As a panel member or chairperson, your first appointment will be for a period of five years. You can be appointed for a second five year term subject to the agreement of the Minister and your total service on the panel in any capacity cannot exceed 10 years. You will need to have demonstrated satisfactory attendance at meetings and contribution to panel work and, in the case of medical expert members, you must still be in clinical practice.

4.2 Only in exceptional circumstances will total service be extended beyond 10 years and this would be subject to the agreement of the Minister.

4.3 The Secretary of State reserves the right to terminate your appointment at any time if there are concerns about your ability to perform your duties to the required standards or, in the case of medical expert members, you cease to perform an active role in the relevant speciality (e.g. you are no longer in clinical practice or relevant research/lecturing post).

4.4 Terms may be shorter for appointments made to deliver specific projects or tasks.

5. Declaration of interests

5.1 Before you are appointed to the panel, you must declare any personal or business interests which might influence your judgement as a panel member or could be perceived by others to influence your judgement. These include:

- personal interests, such as membership of an organisation e.g. patient/professional support group.
- commercial interests, such as shareholdings or business partnership within a pharmaceutical organisation or commercial laboratory.
- non-personal interests, such as research and applications for grants in areas where panel support could be considered a benefit.

5.2 These interests will be included on a published register. This will be formally reviewed on an annual basis but you are expected to make sure that your entry on the register remains up to date, including prompt disclosure of any new appointments.

5.3 You are expected to register both financial and non-financial interests. You are also asked to declare interests of close family members and persons living in the same household, which are closely related to the activities of the panel. These though will not be included on the published register unless there is a conflict.

5.4 Political activity is not a bar to appointment but you must declare any significant political roles you are performing or have undertaken in the five years before your appointment to the panel. Subject to this, you are free to engage in political activities provided that you are conscious of your general public responsibilities and exercise proper discretion.

5.5 You must also declare interests at each meeting where they are relevant to any issues that will be discussed.

6. Conduct

6.1 You are expected to abide by the Seven Principles of Public Life¹.

6.2 In line with these principles, panels operate from a presumption of openness but this has to remain compatible with the need to protect the privacy of individuals. You will be expected to respect the confidentiality of personal medical and licensing details that may be disclosed during panel discussions or the consideration of individual cases outside scheduled meetings.

7. Expenses and remuneration

¹ <https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>

7.1 Your actual reasonable travel and other expenses incurred in performing your duties will be met in accordance with agreed policy.

7.2 DVLA will pay a standard fee for the consideration of a complex licensing case by an individual member outside routine meetings.

7.3 The fees paid are subject to annual review but are currently:

- £102.50 for a report based on documentary evidence.
- £136.50 for a report requiring a consultation.

8. Liabilities

8.1 Where you have acted honestly, reasonably, in good faith and without negligence, you will not have to meet out of your own personal resources any personal civil liability incurred in execution of your panel functions. This is in line with the Government commitment set out in the Code of Practice for Scientific Advisory Committees (paragraph 50).

9. Working practices

9.1 You are expected to be familiar with and comply with the working practices set out in **Annex D**.

Terms and conditions - Annex A

Terms of reference

1. Role of the panels

1.1 The role of the panels is to help maintain and improve road safety by providing the Secretary of State for Transport (in practice the Department for Transport (DfT) and the Driver and Vehicle Licensing Agency (DVLA) with medical expert advice about the relevant medical condition and its impact on driving. Their focus should be on:

- providing advice about medical standards for fitness to drive that accurately reflects the current understanding of a medical condition and its effect on the ability to drive taking account of evidence of the risks posed to road safety in GB.
- highlighting to DVLA where its processes do not apply these standards correctly.

1.2 Panels are expected to:

EU law

- interpret the minimum standards of medical fitness to drive set down in EU law that must be applied when granting and renewing driving licences.
- consider the impact of any proposals to amend these standards.

UK law

- advise on the transposition of the minimum standards set out in EU law into UK legislation.
- consider the impact of any proposals to introduce additional or higher standards into UK law.
- consider the impact of any proposals to amend the standards set out in UK law.
- keeping UK standards under regular review.

Guidance

- assessing and advising on guidance issued to medical practitioners on the standards of fitness to drive which supports discussions with patients about whether they should be driving and telling DVLA about their condition.

Tests

- consider identification and application of tests that evidence confirms can be used to determine whether the standards of medical fitness to drive are met taking account of availability, use in clinical practice and risks to the individual.
- consider developments in health care and science and the potential for developing and recommending new tests that can be made readily available and used to determine whether the standards of medical fitness to drive are met.

Operational processes

- consider the application of the standards by DVLA generally and in individual licensing cases, taking account of the need to achieve an appropriate balance between road safety and the impacts on the licence holder or applicant as well as the costs to DVLA.

Medical research and developments

- identify the impact of the latest research and clinical developments on the medical standards of fitness to drive and their application.
- identify if research is needed to help inform medical standards and their application and, if feasible, develop research specifications to support research tender exercises.

1.3 The advice provided by the panels is highly valued and a major influence in the formulation of policy. However, it is one of a number of factors which must be taken into consideration, alongside legal advice and other data that may be available.

2. Accountability and governance

2.1 The panels are independent and are not asked to exercise any executive function or authority. The Secretary of State remains responsible for driver licensing and other decisions which take account of the advice received alongside other considerations, such as legal advice.

2.2 Panels are accountable to the Secretary of State for the advice they give. A chair's report on the work of the panel may be presented to Ministers annually.

2.3 The Secretary of State is answerable to Parliament for governance of the panels, their priorities and performance. In practice, this responsibility is exercised on the Secretary of State's behalf by the DVLA.

3. Medical conditions or issues covered and composition

3.1 DVLA makes the final decision on the medical conditions or issues covered by the panels and the composition of each. Panels will be reformed/created/terminated and membership levels adjusted as required.

3.2 Other relevant specialists (e.g. statisticians, non-medical scientific experts, research managers) may be asked to attend as and when necessary. A DVLA Doctor will act as panel secretary. Meetings may also be attended by:

- Ministers.
- departmental officials, including DfT's Chief Scientific Officer and DVLA's Senior Doctor.

- other officials as appropriate from DfT or DVLA.
- medical specialists to present on specific topics.
- Observers, such as medical personnel from Driver and Vehicle Agency in Northern Ireland.

4. Annual review

4.1 A review of each panel will be carried out on an annual basis by DVLA officials in consultation with the panel secretariat and the chair. This will consider:

- advice delivered during the review period.
- the panel's ongoing role.
- the composition of the panel needed for the coming year, including standing membership (medical experts and lay members) and ad hoc requirements.
- forward work plan to include a rolling program to review the relevant standards and guidance.

Terms and conditions - Annex B

Role of panel members

1. Horizon scanning

1.1 DVLA has ultimate responsibility for determining panel priorities. However, all panel members will be expected to contribute to an annual horizon scanning exercise (format to be developed) that will be used to inform discussions on a forward work plan at an annual review.

1.2 However, panel members are expected to notify the panel secretariat as soon as they become aware of developments in their area of expertise which may have an impact on the standards, guidance or DVLA processes.

2. Full panel discussions

2.1 Each panel meets for a day, twice a year with members expected to spend a day beforehand considering meeting papers. Meetings discuss identified issues and complex licensing cases.

2.2 Individual meeting agendas will be set in consultation with the panel chairs but will include (although not limited to) standing agenda items on:

- research and literature.
- conflicts of interest with any items to be discussed.

2.3 Where appropriate, agenda items will be allocated to individual panel members by the chair and/or panel secretariat so that relevant research can be carried out and used to inform subsequent panel discussions.

2.4 During the course of any discussions individual members are expected to:

- make the panel aware of the full range of opinion within their area of expertise.
- challenge any assumptions on which advice is formulated.

question and comment on information provided or views expressed by other members regardless of whether they relate to their own area of expertise.

3. Joint panel discussions

3.1 It may be necessary to hold joint panel meetings to discuss issues or cases which cover areas relevant to more than one panel. These will normally be extraordinary meetings and, once the need is identified, will be arranged so that they can take place and recommendations made in time for the next round of regular panel meetings. It is not anticipated that members will have to attend more than one a year.

4. Reports for panel consideration

4.1 Individual members with relevant expertise or working/subgroups made up of selected panel members may be asked to produce written reports for consideration at panel meetings.

4.2 This would include reports with recommendations on specific issues identified by DVLA or the panel for presentation to and discussion by the panel (e.g. identification and evaluation of current research and literature). It is not anticipated that members will

have to contribute to more than one every two years other than by agreement with the timeframes set on a case by case basis.

5. Reports on individual licensing cases

5.1 Individuals with relevant expertise may be asked to produce reports outside of panel meetings on complex licensing cases identified by DVLA. Advice should be provided within four weeks.

6. Other advice outside routine meetings

6.1 On occasions it may be necessary to seek the views of the panels on issues (other than individual licensing cases) that cannot wait until a routine meeting. In these cases, advice will be sought from the panel members who are expected to respond in a timely manner but within a maximum of four weeks.

6.2 It is not possible to predict the exact number of requests involved. Issues will be dealt with at regular meetings wherever possible.

7. Legal proceedings

7.1 Medical expert members may be asked by DVLA to act as an expert witness on a licensing standard in cases where a licensing decision is being challenged. Their role would be to explain the advice underlying the medical standards and their application. This may involve preparation of a report and/or attendance at hearings.

7.2 It is not possible to predict the exact number of requests involved but they are likely to be rare.

8. Gaps in the evidence base

8.1 Where panels identify gaps in the evidence base and a need for research they will be expected to explore these through panel discussions or working/subgroup work and make proposals for how these are to be addressed, e.g. recommendations for departmental sponsored research and agreeing relevant terms of reference.

Terms and conditions - Annex C

Role of panel chairpersons

In addition to the duties outlined for panel members, panel chairs are responsible for the day to day operation and output of their panels. This includes:

- identifying with the panel secretary and DVLA's Senior Doctor, the appropriate make-up of their panel, relevant working/subgroups and appropriate experts to consider individual cases.
- identifying with the panel secretary and DVLA's Senior Doctor, expertise needed on an ad hoc and time limited basis for specific projects or tasks.
- considering, in accordance with the panel recruitment procedure, the suitability of candidates for appointment to their panel.
- making sure conflicts of interest relevant to items being discussed at meetings are identified and deciding whether any declared interest conflicts with the role of a panel member and what action should be taken.
- contributing, in consultation with the panel secretary, to the setting of panel agendas and where appropriate, to the allocation of research for individual items to panel members.
- deciding, in consultation with the secretariat, whether relevant expertise is available at individual meetings to enable a valid discussion to take place on specific agenda items.
- making sure panels work to the agendas and that discussions focus on issues associated with assessing fitness to drive.
- making sure that their panel and its members deliver effectively against the panel's terms of reference and terms and conditions and complies with working practices.
- making sure that the panel acts in accordance with the Code of Practice for Scientific Advisory Committees and takes account of relevant legislation, other codes of practice and guidance (see below).
- making sure the panel takes account of advice given by DfT or DVLA.
- making sure the panel considers a wide range of scientific/medical views.
- making sure the panel considers the view of stakeholders.
- making sure that panel advice is balanced, based on consideration of the weight of all available information but identifies where data is lacking and outlines assumptions and uncertainties.
- making sure that all panel members have the opportunity to express their views.

- making sure that the panel aims to reach a consensus but not at the risk of failing to recognise diverse views which should be explored.
- making sure that where a consensus view cannot be reached, panel advice reflects the majority view and taking responsibility for making a final judgement where opinion on the panel is equally split.
- signing off panel communications, making sure they accurately reflect panel advice and detail the evidence base for it, detail panel discussions and acknowledge any differences of opinion, and are comprehensible from the point of view of a lay person (includes panel minutes, working and subgroup reports, other communications with DfT/DVLA and the chair's annual report to the Minister).
- contributing to the annual review of the panel in discussion with the panel secretary and other officials as necessary.

Relevant legislation and codes of practice

These include:

- [Third EC Directive on Driving Licences \(2006/126/EC\) Annex 3](#)
- [Road Traffic Act 1988](#)
- [The Motor Vehicles \(Driving Licences\) Regulations 1999](#)
- [The Human Rights Act 1998](#)
- [Code of practice for scientific advisory committees](#)
- [Principles of scientific advice to government](#)
- [Rigour, respect and responsibility – a universal ethical for scientists](#)

Working practices

1. Meetings and annual reports

1.1 Agendas are published on GOV.UK approximately four weeks before meetings. The agenda is set by the secretariat following discussion with the panel chair and may be based on:

- horizon scanning and forward planning exercises.
- issues arising from the last meeting.
- issues arising within DVLA and/or the Department for Transport.
- issues forwarded by panel members.
- cases for discussion.
- any external factors e.g. policy statements from other government departments.

1.2 Agendas are sent to all members along with relevant papers approximately two weeks before the meeting. Subject to the need to protect confidential information, documents will normally be provided to members electronically.

1.3 For meetings to be quorate they should be attended by at least one third of medical expert members plus one including the chairperson.

1.4 Meeting minutes are drafted by the panel secretary to include an overview of topics discussed and a summary detailing any decisions made and the rationale and evidence for these as well as any action points. Panel members will be expected to provide amendments or comments within deadlines set to avoid any delay.

1.5 Final minutes are published on GOV.UK following clearance by DVLA officials, panel chair and panel members.

1.6 An annual report, which is a summary of the panel's work over the preceding year, is produced following the spring meeting and is addressed to the Secretary of State. It is drafted by the secretary for agreement by the chairperson.

1.7 The annual report will be published on GOV.UK.

2. Dealing with confidential material

2.1 Cases discussed by the panel and mentioned in the panel minutes are anonymised. Comments made in the discussion of such cases are not attributed to individual panel members in the minutes.

3. Reporting risk and uncertainty

3.1 Panels should aim to have in place a transparent and structured framework which will examine, debate and explain the nature of any risk.

3.2 When a decision has to be taken where there are serious gaps in the knowledge base and considerable uncertainty exists, panels should use their judgement to decide what best to recommend, based on their experience. This course of action and the reasons for it should be reflected in the minutes of the meeting.

3.3 Sources of data (where available) should be quoted. Where a range of options is considered, risks should be evaluated and discussed for each and reasons for recommending a preferred option made clear.

4. Dealing with dissenting views and escalating concerns

4.1 Any significant diversity of opinion among members will be accurately reflected in the minutes but the general consensus will be made clear and dissenting views will not be attributed to named panel members.

4.2 When decisions subsequently taken by DVLA do not accord with panel advice an explanation will be provided to the panel by DVLA officials. If the panel or any of its individual members have reservations, then they should be raised with the panel secretary in the first instance. Issues should be escalated through the following stages as appropriate. Discussion/correspondence with:

- DVLA policy officials.
- Departmental Chief Scientific Officer.
- Permanent Secretary.
- Governmental Chief Scientific Adviser.
- Ministers.

4.3 Guidance on doing this can be sought from the panel secretary.

5. Submitting and publishing advice

5.1 Advice provided by panel members individually to DVLA on specific cases or collectively as part of working/subgroups, should be made in writing. Where the need for advice is urgent it may be given orally, but should also be followed up with written confirmation.

5.2 Advice provided in the meetings will be recorded and published by means of the minutes.

5.3 Advice should explain the reasoning on which it is based and make clear how risks, if any, have been evaluated. It should (where possible) include any underlying assumptions and identify the nature and extent of any uncertainty. Any other specific requirements will be agreed on a case by case basis.

5.4 Panel advice should indicate where, in forming a view, external advice or information provided by others which the panel has not reviewed has been relied on.

6. Communication with the media

6.1 Panel members are not expected to speak to the media individually as part of their role. Where statements to the press are made as part of a member's personal role, it should be made clear that the views expressed are those of the individual and not of the panel.

6.2 Media enquiries about panel issues should be directed to the panel secretariat.

7. Openness (public access)

7.1 Due to the need for confidentiality in the discussion of individual cases, it would not be appropriate to open panel meetings to the general public. However, panels are required to conduct their work in an open and transparent way and public access is provided by means of:

- appointment of two lay members to each of the panels.
- publication of meeting agendas, minutes and summary of the annual report.
- the right of members of the public to ask for an issue to be put before panel members and to receive a response via the panel secretary.

- agreement to meet with key stakeholders where this would be helpful to panel discussions e.g. patient interest groups who would like to put forward views on relevant issues.

8. Legal advice

8.1 Panels are not expected to provide legal opinion on law to EU and UK medical standards. Where legal advice is needed to inform panel discussions, this will be sought and provided to the panel by relevant DVLA officials.

Recruitment procedures for the Secretary of State's Honorary Medical Advisory Panels

1. Introduction

1.1 This document describes the process for appointing members and chairpersons to the panels. The panels do not fall within the remit of the Office for the Commissioner for Public Appointments (OCPA). However, the Code of Practice for Scientific Advisory Committees (paragraph 23) states that such appointments should still follow the spirit of the OCPA Code of Practice for Ministerial Appointments to Public Bodies. The OCPA guidance was replaced by the Governance Code on Public Appointments in January 2017. Recruitment to the panels will apply the principles set out in this code.

1.2 The ultimate responsibility for panel appointments rests with Ministers, though they are administered on his behalf by the DVLA's Chief Executive Officer.

2. Identifying vacancies

2.1 A record of appointment terms and skills need analysis for the panel will be maintained by the secretariat. This will take account of the need to maintain two lay members in the interests of openness and the additional requirements needed for panel chairpersons.

2.2 Lay members are there to provide a balanced and objective opinion that is independent of the medical expertise on the panel. They will be expected to demonstrate the capacity to understand the issues involved and to contribute effectively to panel discussions. They are not expected to represent the views of any particular organisation. However, experience of the relevant condition (e.g. as a carer, sufferer or through voluntary work) and of disability, transport and road safety related issues would be desirable.

2.3 Diversity data will also be maintained and monitored. This will be used in conjunction with relevant departmental guidance to consider targeting of recruitment campaigns to address any identified under-representation.

Clinical members

2.4 Vacancies will arise where:

- an existing post is vacated by the current clinical member and review of the skills need analysis by the panel chairperson and secretariat concludes that the expertise must be replaced for the panel to operate effectively.
- Regular or ad hoc review of the skills need analysis by the chairperson and secretariat concludes that additional expertise on the panel is required either permanently or on a short term basis.

Lay members

2.5 Vacancies will arise where:

- an existing post is vacated by the current lay member.
- regular or ad hoc review of the skills need analysis concludes that additional lay representation is required either permanently or on a short-term basis.

Chairpersons

2.6 Vacancies will arise where an existing post is vacated by the current chairperson.

2.7 For all vacancies, the secretariat must get agreement to recruit from DVLA's:

- Senior Medical Doctor.
- Operations and Customers Service Director (in consultation with HR).
- Strategy, Policy and Communications Director (in consultation with HR).

2.8 The Minister should be asked to agree:

- to the launch of a recruitment campaign.
- the criteria for the role and evaluation and selection of candidates (these criteria will be based on the skills need analysis and for member vacancies will be set in consultation with the panel chairperson).
- how the vacancy will be advertised and the selection process including the make-up of the Advisory Assessment Panel (see section 6 below).

2.9 The submission to the Minister should include information on the make-up and diversity of the current panel.

3. Identifying candidates for panel member vacancies

3.1 To attract a strong and diverse field of candidates, vacancies will be advertised in publications identified by DVLA (in consultation with the panel chairperson for medical vacancies) as relevant to the role. Consideration will also be given to diversity on the panel and the possible need to attract applicants from specific groups that are identified as under-represented.

3.2 The advertisement will include details of the criteria for the role and the evaluation and selection of candidates. For lay members, this will include expectations around representing the views of any organisation. Where a need to increase diversity has been identified the advertisement will include appropriate information (e.g. a statement welcoming applications from specific groups).

3.3 It will also include a link to the terms and conditions that successful candidates will be expected to agree to before appointment.

3.4 Individuals who have registered an interest in specific vacancies or in serving on the panel through other routes (e.g. existing panel members or the chairperson) will be directed by DVLA to the open competition.

Clinical members

3.5 For clinical member posts, DVLA will also advise the appropriate Royal College that a vacancy is being advertised.

Lay members

3.6 For lay member posts, DVLA will also advise the appropriate interest groups that a vacancy is being advertised.

4. Identifying candidates for panel chairperson vacancies.

4.1 Due to the requirements of the role of panel chair it is essential that candidates are medical professionals. Given the nature of the work, it is also essential that they already have experience of medical driver licensing issues. This may have been gained as a panel member but recruitment will be open and aim to identify as wide a field of

candidates as possible.

4.2 Vacancies will be advertised in the same way as for clinical member vacancies, as well as notified to the appropriate Royal College.

4.3 Vacancies will also be notified to all members of the relevant panel. Any members interested in applying will be directed to the open competition.

5. Information to be submitted by candidates

Clinical members and chairpersons

5.1 Candidates will be advised to submit a personal statement detailing relevant experience and an up to date CV to include details of any personal or business interests or political activity. Those putting themselves forward for the post will be asked to complete a diversity questionnaire if one is not already held.

Lay members

5.2 The advertisement will advise candidates to submit an application form to include details of any personal or business interests or political activity and a diversity questionnaire.

5.3 Details of qualifications given by the candidates will be confirmed by DVLA.

6. Assessment of candidates

6.1 Candidates will be considered by an Advisory Assessment Panel which may consist of:

- a member who is independent of DfT, DVLA and the panel.
- the chairperson of the medical advisory panel (for member appointments).
- the DVLA's Director of Strategy, Policy and Communication who will act as the panel's chairperson (or their representative).
- the DVLA's Senior Medical Doctor.

Clinical members and chairpersons

6.2 Consideration of candidates by the recruitment panel will involve scoring of the information contained in the personal statement and CV against the evaluation criteria. Those applicants that have demonstrated that they best meet the criteria will be invited to interview.

6.3 The recruitment panel will also consider any concerns about declaration of interest.

Lay members

6.4 Consideration of candidates by the recruitment panel will involve scoring of the information contained in the application form against the evaluation criteria. Those whose score reaches a pre-determined level will be invited to interview.

6.5 Performance at interview will also be scored against the evaluation criteria. Those whose score reaches the pre-determined level will be considered suitable for appointment.

6.6 The recruitment panel will also consider any concerns about conflicts of interest and explore these at interview if necessary.

6.7 Unsuccessful candidates will be notified.

7. Advisory Assessment Panel report

7.1 The Chairperson of the Advisory Assessment Panel will sign off a report that will:

- document how the recruitment process was carried out and confirm it was in accordance with these procedures.
- detail how it has delivered against the selection criteria.
- set out any recommendations for appointment and the reasons for these.

8. Ministerial approval of appointments

8.1 The Minister will be given a choice of all those assessed as suitable for appointment.

8.2 If the Minister wants to meet the candidates before making a decision, the Minister will do so individually, accompanied by the chairperson of the Advisory Assessment Panel.

8.3 The Minister can decide not to agree to any of the appointable candidates and may ask for the recruitment exercise to be re-run. If this is the case, the reasons for this will be recorded.

8.4 Unsuccessful candidates will be notified.

9. Appointment

9.1 The successful candidate will be offered the appointment. The candidate must accept the offer in writing and confirm agreement to the terms and conditions for panel members and to the declaration of interests being included on a published register.

10. Reappointments and extensions

10.1 Reappointments of panel members will be based on an appraisal of performance carried out by the panel secretary and Senior Medical Doctor in consultation with the chair for panel members and agreed by DVLA's:

- Operations and Customers Service Director (in consultation with HR).
- Strategy, Policy and Communications Director (in consultation with HR).

10.2 Reappointments for another term will only be allowed where the total service on a panel in any capacity will not exceed 10 years. The Minister will be asked to agree all reappointments.

10.3 Short term extensions beyond 10 years' service, including for panel chairs, will only be allowed in exceptional circumstances. Extensions will be agreed in line with the process for reappointments although the Minister will be also asked to agree the length of the extension and rationale for not recruiting a new member or chair.

11. Breaks in service

11.1 Members or chairpersons who have not completed a full term may be eligible to reapply for future vacancies.

11.2 In these circumstances, the individual can be appointed for a term up to the maximum of 5 years and subsequently be reappointed for another term. However, the initial period served will be taken into account and total panel service should still not exceed 10 years.