

**DRAFT**

**Unapproved by Council**

**Enclosure 5 Paper HPC5/06**

# **Health Professions Council – The next three years**

**Park House, 184 Kennington Park Road, London**

**1<sup>st</sup> March 2006**



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## I. Foreword

## The HPC is an independent UK statutory regulator of healthcare professionals

- **Health Professions Order 2001**
  - Statutory Instrument (SI) established 1<sup>st</sup> April 2002
  - Rules and guidance support the SI
  - Initial Rules became operational 9<sup>th</sup> July 2003
- **Multi professional regulator**
  - Currently 13 Professions
  - Arts Therapists, Biomedical Scientists, Chiropractors & Podiatrists, Clinical Scientists, Dietitians, Occupational Therapists, Operating Department Practitioners, Orthoptists, Paramedics, Physiotherapists, Prosthetists & Orthotists, Radiographers, Speech & Language Therapists
- **Self financing**
- **Reports to the Privy Council**
  - Body corporate

Forward ...

**The document describes the Health Professions Council's (HPC) purpose, principles, standards & processes, strategy, issues to be resolved & organisation**

- **Replaces HPC's Strategic Intent documents previously published in 2002 & 2004**
- **Covers the period March 2006 to March 2009**
- **The document will be revised when there are significant changes to the external & internal environment**
  - The recommendations of the Department of Health's reviews of medical and non-medical regulation, (the Foster & Donaldson reviews) are expected to be published in spring 2006

**If implemented, the potential recommendations of the Foster & Donaldson reviews may fundamentally change the role & responsibilities of the HPC**

- **Potential changes to the processes used to regulate healthcare professionals**
  - Remove some or all of the Investigating &/or Fitness to Practise process from regulators
  - Reduce the number of UK regulators of healthcare professionals
  - Introduce Revalidation
  - Harmonise legislation
  - Commence the statutory regulation of Complementary & Alternative Medicine, (CAM)
  - Appoint registrant to Councils as opposed to existing system of elections
  - Expand the responsibilities of CHRE
  - Statutory regulation of non-professional healthcare workers, (assistants)
  
- **Both reports expected to be published at the same time**
  - Public announcement expected Spring 2006
  
- **Amendments to the Health Act 1999 &/or Section 60 Orders will be required**
  - Spring 2008 earliest date for implementation of new Act

## II. Purpose

Objective ...

**The objective of the HPC is set down in Article 3 (4) of the Health Professions Order 2001**

- ***“To safeguard the health and well-being of persons using or needing the services of registrants***
- **Registrants are the healthcare professionals regulated by the HPC**



### **III. Principles**

## **The HPC uses six guiding principles**

- 1. Protect the public**
  - Review & amend legislation, standards, guidance & procedures to ensure their relevance & appropriateness
  - Have clear & well publicised complaints & appeals procedures for the public & registrants if dissatisfied with the decisions of the Council & Committees
  
- 2. Communicate & respond**
  - Ensure wide stakeholder input
  - Seek regular feedback from stakeholders & utilise the information & opinions received
  
- 3. Work collaboratively**
  - Collaborate with stakeholders to ensure wherever possible that their needs are met
  - Enable best practices in any one profession to be accessed by all

## **The HPC operates using six guiding principles, (contd)**

- 4. Be Transparent**
  - Establish fast & accessible procedures
  - Undertake thorough consultations
- 5. Provide value for money & audit**
  - Invest in systems & procedures to provide a value for money service for registrants & the public
  - Be open & proactive in accounting to all stakeholders for the HPC's work
- 6. Deliver a high quality service**
  - Provide a unified service where issues are common & focus on individual activities which are significantly different between professions
  - Support personal training & development of HPC employees as well as registrants

## **IV. Standards & Processes**

## **The HPC achieves its objective by managing an integrated process of setting standards & operating processes to maintain the standards**

- **Standards**
  - Four sets of standards
    - ¶ Education & Training
    - ¶ Proficiency
    - ¶ Conduct, Performance & Ethics
    - ¶ Continuing Professional Development (CPD)
  - The HPC must consult before establishing standards, rules & guidance
  - HPC currently has no powers to undertake revalidation
  
- **Integrated processes**
  - Approval of programs
  - Registration
    - ¶ UK, International & Grandparenting
    - ¶ New professions
  - Fitness to Practise Tribunals
    - ¶ Protection of title
  - CPD assessment

## V. Strategy

## **HPC's Strategy is to continually improve the organisation, influence the regulatory agenda & promote best practises**

- **Improve**
  - HPC's ability to manage increasing demand for its services by redesigning the organisation
  - HPC's Governance via restructuring the Council
  - Fitness to Practise tribunals by instituting new processes
  - Protection of professional titles
  - Public, Patient, Involvement (PPI) within HPC's processes
  - Speed of the registration process
  
- **Influence Agendas**
  - Education & training
  - Government including four UK Departments of Health & EU
  - Post registration qualifications
  - Regulation of Assistants
  - Revalidation
  
- **Promote**
  - CPD
  - Benefits of UK wide regulation but incorporating sensitivities to devolution
  - Proactive regulation of Aspirant Groups
  - Value & merit of professional led statutory regulation

## **VI. Strategic & Operational Issues to Resolve**



## **Notwithstanding the outcome of Foster & Donaldson reviews, the HPC will resolve a number of outstanding strategic issues by March 2007**

- **Size of Council**
  - Working with the Department of Health amend the HPO to limit the number of members of Council while maintaining stakeholder support
- **Home Country presence**
  - Investigate the benefits & cost of establishing a presence in NI, Scotland & Wales
- **Public Patient Involvement (PPI)**
  - Embed PPI in all appropriate HPC processes
- **Registration of Students**
  - Council to agree position
- **Professional Indemnity Insurance**
  - Council to review existing policy

## **Notwithstanding the outcome of Foster & Donaldson reviews, the HPC will resolve a number of outstanding operational issues by March 2007**

- **CPD**
  - Following the publication of exemplars agree operational procedures including the sampling of CPD profiles
- **Equality & Diversity**
  - Following Council agreement on strategy in March 2006, the Executive to operationalise strategy including data collection & analysis
- **Fitness to Practise Tribunals**
  - Implement modern tribunal practices
  - Amend the guidance to complaints
- **Grandparenting**
  - Analyse the benefits of replace distributed system with regular partner group meetings
- **Health & Disabilities**
  - Implement recommendation following completion of consultation
- **Stannary Street**
  - Agree architectural plans & costs & commence redevelopment

**Notwithstanding the outcome of Foster & Donaldson reviews, in the next two to three years the HPC intends to influence &/or promote the following strategic issues**

- **Education**
  - Approvals process minimise necessity for multiple inspections
  - Increase influence
- **Europe**
  - Common platforms
- **Post registration qualifications**
- **Proactive regulation of Aspirant Groups**
  - To date the HPC has waited for aspirant groups to apply for statutory regulation
  - Establish criteria when the HPC will recommend regulation before application received
- **Protected titles**
  - Consider increasing number of protected titles for existing statutory regulated professions
- **Rules, Standards & Guidance**
  - Revise & update as required

**Notwithstanding the outcome of Foster & Donaldson reviews, in the next two to three years the HPC intends to resolve a number of outstanding operational issues**

- **Bichard**
  - Prepare to implement recommendations
- **Identity theft**
  - Ensure HPC adopts best practise
- **Value for money service**
  - Ensure that HPC continues to provide a VFM service
- **Audit systems & procedures**

## Appendix I Organisation

Organisation ...

**The HPC will deliver its strategy via the Council, the Committees & the Executive**

- **Council**
- **Statutory Committees**
- **Non-Statutory committees**
- **Executive**
- **Partners**
- **Professional Liaison Groups (PLGs)**

## **The Council is responsible for ensuring that the functions as set down in the Health Professions Order (HPO) are delivered**

- **Develops & is responsible for HPC’s strategy & policy**
- **Sets certain standards & keeps them under review**
  - Standards of Conduct, Performance & Ethics
  - Standards of Proficiency
  - Standards of CPD
  - Requirements of registrants good health & character
- **Sets service standards**
- **Monitors progress against targets**
- **Maintain the financial well being of the HPC**
- **Ensures good corporate governance**
- **Works in partnership with the Executive via a Scheme of Delegation**

## **There are three Fitness to Practise Committees**

- **Investigating Committee**
- **Conduct & Competence Committee**
- **Health Committee**
- **Advice to Council**
  - The Conduct & Competence Committee advises the council on its performance in relation to Standards of Conduct Performance & Ethics
  - Requirements of good health & character
- **Report**
  - On behalf of the Council drafts a report on the fitness to practise process, HPO Article 44



## **The functions of the Education & Training Committee**

- **Education & Training Committee**
  - Sets and monitors the Standards of Education & Training
  - Advise the Council on the Standards of Proficiency
- **Responsible for developing & monitoring the Council’s education strategy**
- **Reports**
  - Will provide feedback to educators via an annual report on the Approvals & monitoring process
  - Will publish a report on the CPD process
- **Home country different systems**

**The Education & Training Committee has established two Non-Statutory Committees to assist it in discharging its functions**

- **Approvals Committee**
  - Responsible for developing the process to approve & monitor programmes
- **Registration Committee**

## **The HPC has established three Non-Statutory Committees which report directly to the Council**

- **Finance & Resources Committee**
  - Responsible for developing & monitoring the Council's
    - ¶ Annual budget
    - ¶ Financial investment strategy
    - ¶ Five year financial plan
    - ¶ Human Resources strategy
    - ¶ IT strategy
    - ¶ Risk mitigation strategy
- **Remuneration Committee**
- **Audit Committee**
  - Responsible for overseeing the role of the external & internal auditors

## **The Health Professions Order requires the HPC to inform & educate registrants & inform the public about its work**

- **Communications Committee**
  - Non-statutory committee
  - Responsible for developing & monitoring the Council’s communications strategy
  - Ensures equitable access to all publications
  - Oversees HPC’s Patient/Public involvement strategy
  
- **HPC uses a range of communications techniques to raise awareness amongst its stakeholders**
  - “Listening Events”
  - Publication of brochures & leaflets
  - HPC web site
    - ¶ [www.hpc-uk.org](http://www.hpc-uk.org)
    - ¶ Micro site [www.hpc-uk.org](http://www.hpc-uk.org)
  - Electronic news letter
  - Market research

## **The Executive is responsible for a range of tasks**

- **Responsible for day-to-day operations of the HPC**
- **Implements the Strategic Intent & annual plan**
- **Maintains service quality**
  - Documents processes
  - ISO 9001/2000
  - Customer service strategy
  - Plain English
- **Organisational growth**
  - Match the capacity of the organisation to demand
  - Invest in systems to build capacity
  - Increase resource, financial, systems and employees to maintain & increase service

## **The Executive works with Partners & uses Professional Liaison Groups**

- **Partners**
- **Professional Liaison groups, (PLGs)**

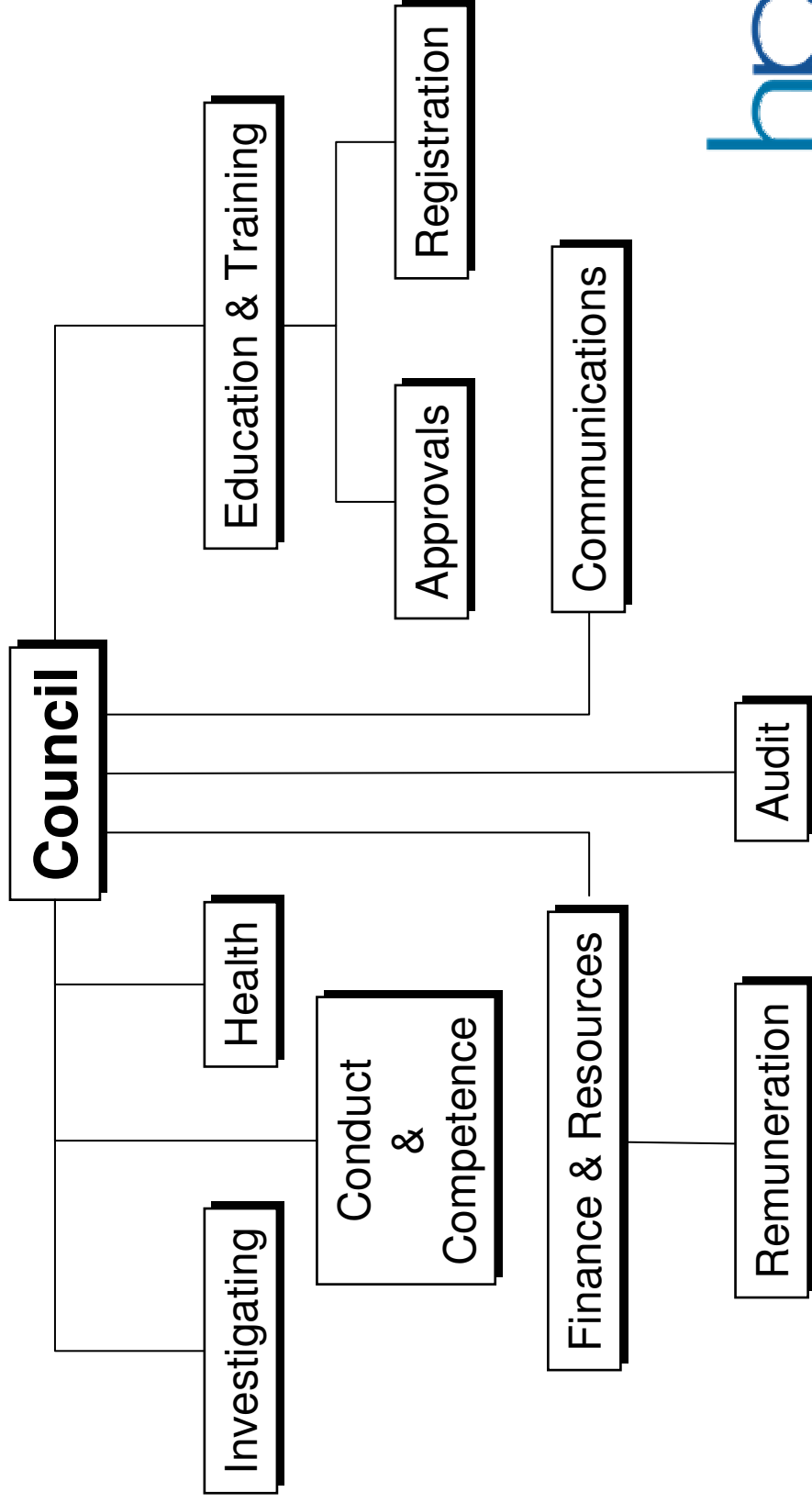
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## HPC Stakeholders

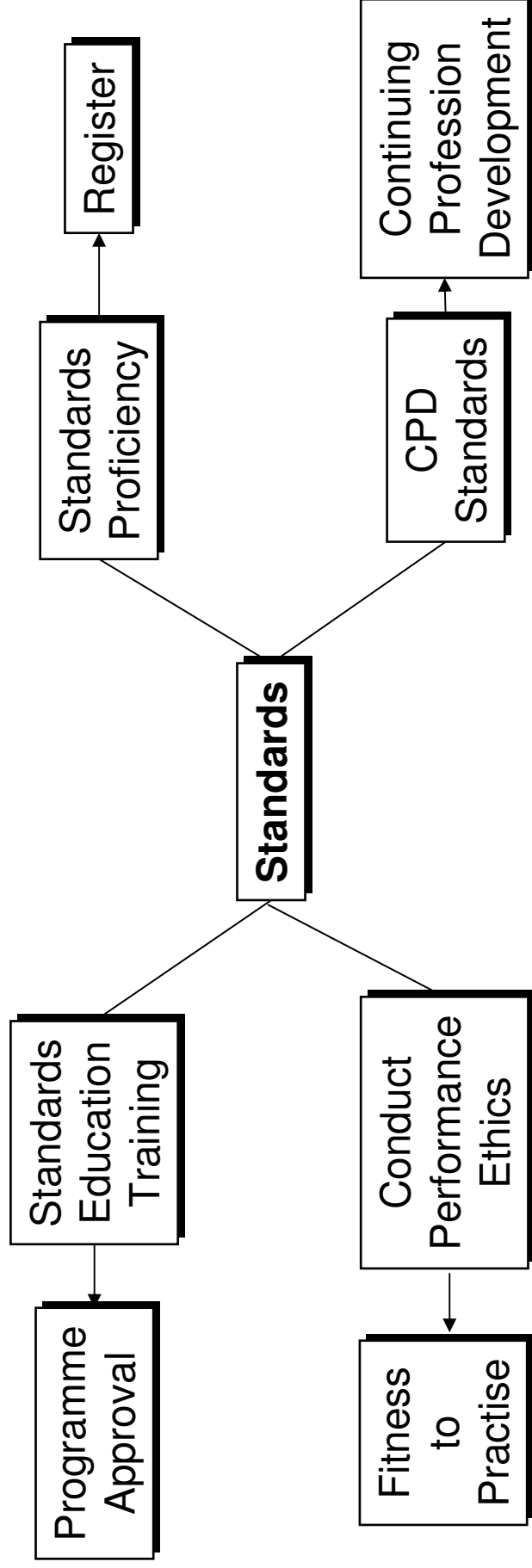
- **Carers**
- **Clients:Patients:Users**
- **Consumer Associations**
- **Employers**
- **Government**
- **Higher Education Institutions**
- **Media**
- **Members of the Public**
- **Professional Bodies**
- **Prospective registrants**
- **Registrants**
- **Regulators**
- **Special Interest Pressure Groups**
- **Trade Unions**

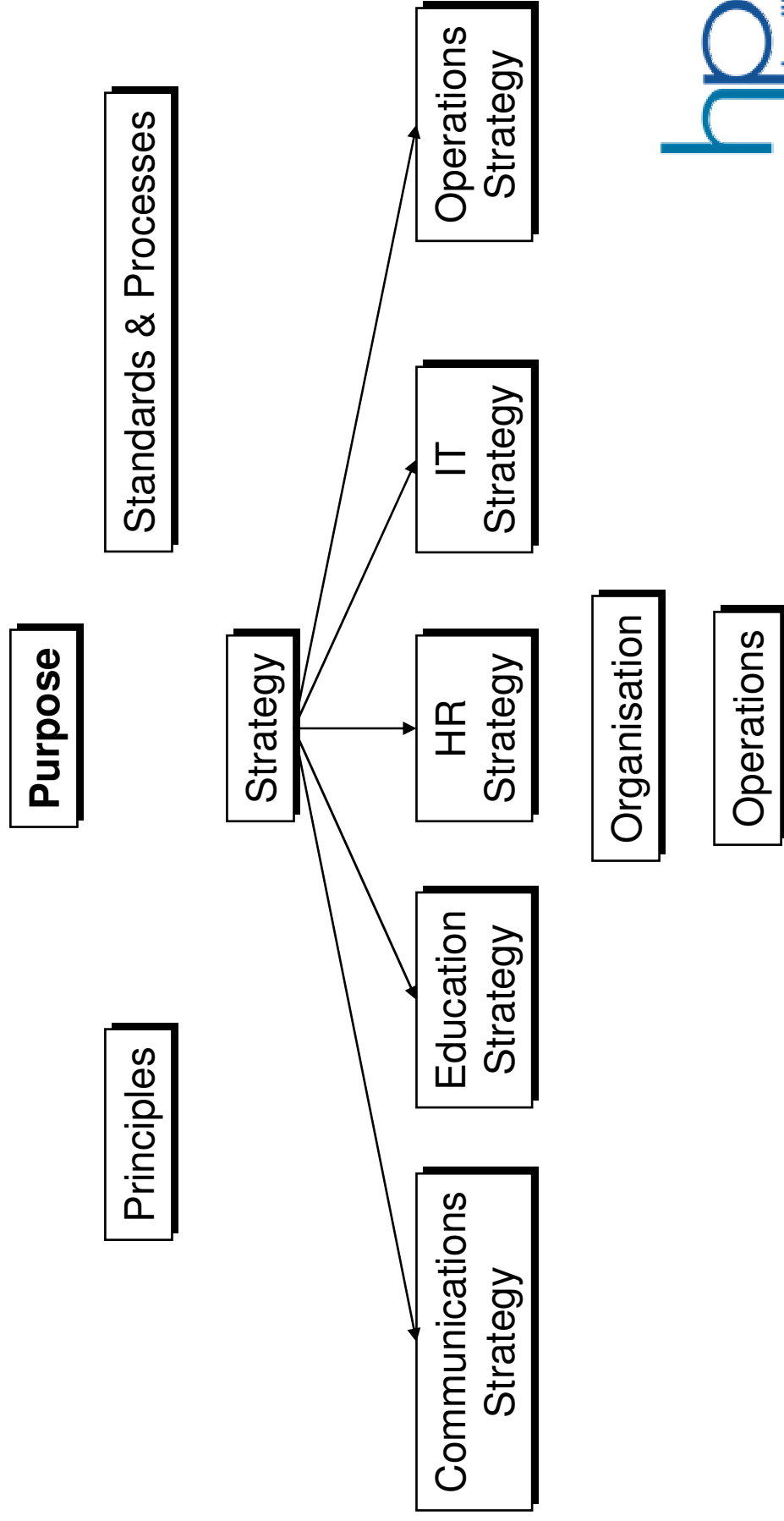


## The Council has Statutory & Non-Statutory Committees



## Integrated process of setting & maintaining standards







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