

Council – 29 May 2008

National Audit Office organisational health check

Executive summary and recommendations

### **Introduction**

The National Audit Office (NAO) has offered to undertake an “organisational health check” of the Health Professions Council (HPC).

The methodology used by the NAO consists of approximately 40 interviews of employees throughout the HPC and Council members. The interviews use an “appreciative inquiry” approach and use the Burke-Litwin model of key transformational and transactional variables as a diagnostic tool.

Parliament has voted money to the NAO for the performance of work such as organisational health checks as part of the Comptroller and Auditor General’s remit to improve governance. The NAO will not charge the HPC for the delivery of the work.

On 25 April the Executive Management Team and HPC’s President received a presentation from Antonia Gracie who is the NAO’s Quality Assurance and Delivery Manager who will lead the work.

The key question to be addressed will be:

“How can the HPC retain the positive cultural aspects of being a small organisation, whilst managing a rapid and significant growth over the next few years?”

The work will take place in June - July 2008. The conclusions and recommendations of the report will be presented to an All Employee meeting and to the Council at the 2008 Away Day in Edinburgh on 1 - 2 October.

### **Decision**

The Council is requested to note the document. No decision is required.

### **Background information**

Burke-Litwin model

Date	Ver.	Dept/Cmte	Doc Type	Title	Status	Int. Aud.
2008-05-12	a	CER	PPR	NAO organisational health check	Final	Public
					DD: None	RD: None

**Resource implications**

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**Financial implications**

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**Appendices**

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**Date of paper**

19 May 2008

# Burke-Litwin Model, 1989, 1992, 2002

