

Council

Minutes of the 105th meeting of the Health and Care Professions Council as follows:-

Date: Thursday 19 May 2016

Time: 2pm

Venue: The Council Chamber, Health and Care Professions Council, Park House,
184 Kennington Park Road, London SE11 4BU

Present: Elaine Buckley (Chair)
Maureen Drake
Richard Kennett
Eileen Mullan
Joanna Mussen
Robert Templeton
Graham Towl
Joy Tweed
Nicola Wood
Stephen Wordsworth

In attendance:

Claire Amor, Information Governance Manager
Jonathan Bracken, Solicitor to Council
Guy Gaskins, Director of Information Technology
Andy Gillies, Director of Finance
Abigail Goringe, Director of Education
Michael Guthrie, Director of Policy and Standards
Teresa Haskins, Director of HR
Kelly Holder, Director of Fitness to Practise, Secretary to Council
Jacqueline Ladds, Director of Communications
Greg Ross-Sampson, Director of Operations
Marc Seale, Chief Executive and Registrar

Public Agenda – Part 1

Item 1.16/47 Chair's welcome and introduction

- 1.1. The Chair welcomed Council members and those seated in the public gallery to the 105th meeting of Council.

Item 2.16/48 Apologies for absence

- 2.1 Stephen Cohen sent his apologies.

Item 3.16/49 Approval of Agenda

- 3.1 The Council approved the agenda.

Item 4.16/50 Declaration of Members' interests

- 4.1 Nicola Wood declared an interest as a non-executive Director of the Board of the Information Commissioner's Office.

Item 5.16/51 Minutes of the Council meeting of 22 and 23 March 2016

- 5.1 The Council considered the minutes of the 104th meeting of the Health and Care Professions Council.
- 5.2 The Council agreed the minutes.

Item 6.16/52 Matters arising

- 6.1 The Council noted those matters arising from the meetings held on 22 and 23 March 2016.
- 6.2 The Council noted the report.

Item 7.16/53 Chair's report

- 7.1 The Council received a report from the Chair.
- 7.2 During discussion, the following points were made:-
 - the Chair and Chief Executive met the new Chair of the PSA on 31 March. A productive discussion was held and a guided tour of the new tribunal suites was provided;

- on 6 April the Chair met with the Higher Education Academy to discuss the HCPC's approach to CPD and potential collaboration and joint events;
- the Chair will be a panel member at a forthcoming conference held by the Institute of Physics and Engineering in Medicine;
- discussion at a recent meeting with the Health Education England focused on the implications of the recently published consultation paper: Reforming healthcare education funding: creating a sustainable future workforce; and
- in response to a question it was noted that the rescheduled meeting with the new IBMS president was positive and discussion focused on CPD and the new SCPE standards.

7.3 The Council discussed a recent research appointment for the project 'understanding the prevalence of fitness to practise concerns about paramedics and social workers in England'. The Chair and a fellow Council member sat on the Panel for this selection along with an independent member and Executive team members. It was noted that a research team from the University of Surrey was appointed, this team is led by Dr Anna van der Gaag.

7.3 The Council welcomed the new format of the report and agreed that the Chief Executive's report should be similarly structured.

7.4 The Council noted the report.

Item 8.16/54 Chief Executive's report

8.1 The Council received a report from the Chief Executive.

8.2 During discussion, the following points were made:-

- the all employee awayday was well received. Joy Tweed noted how positive the nominations for employee of the year had been;
- the Chief Executive provided a presentation on the regulation of new groups at a roundtable event about the regulation of physician associates on 3 May;
- the Chief Executive appeared before a hearing of the Education Select Committee Social Work Reform Inquiry on 20 April. There was a general consensus amongst those responding that a period of stability is needed for the social work profession. Unfortunately questions about the regulation of social workers were limited but the HCPC were able to provide a written submission to the Committee before the hearing; and

- whilst proposals for a new regulatory body for social work were included in the Queen's speech on 18 May, details have not been provided.

8.3 The Council noted the report.

Item 9. 16/55 New Regulatory body for social work

9.1 The Council received a report from the Executive.

9.2 The Council were updated on developments following the announcement on 14 January 2016 by Rt. Hon. Nicky Morgan MP, Secretary of State for Education that a "new regulatory body for social work" would be setup.

9.3 During discussion, the following points were made:-

- the last meeting with government on this topic took place on 21 March 2016. Presentations were given on the HCPC's regulatory model and the fitness to practise process. Government cancelled a planned meeting on 25 April due to having no new information to share. The next scheduled meeting is on 20 June;
- the HCPC has been asked for data including cost data, for example the likely costs of establishing a new regulator and fitness to practise data;
- proposals for a new regulatory body for social workers were included in the Queen's speech on 18 May, however no detail was provided on the model or timescales;
- future meetings with government on this issue will be minuted as the HCPC requires clarity;
- the HCPC will be open and assist government with any proposals brought forward, however the HCPC has a commitment to its other 15 professions and so will be focused on maintaining its own standards;
- the HCPC does not have the spare resource to dedicate to a transfer project and registrants should not be asked to cover the cost of government policy;
- the Audit Committee would consider the wording of the annual report statement on going concern; and
- the Education Select Committee plans to publish the final report of its inquiry into social work reform in June 2016.

- 9.4 The Council expressed regret that social workers had not been consulted on proposed changes to the profession.
- 9.5 The Council agreed that in light of the proposals being included in the Queen's speech, the HCPC needed to be proactive in defending its reputation as an effective regulator.
- 9.6 The HCPC's response was discussed. It was agreed that the HCPC would issue a response when the report of the Education Select Committee inquiry was published.
- 9.7 The Council noted the contents of the report.

Item 10. 16/56 The future of regulation - Update on 10 May 2016 meeting with Department of Health, Update on Queens Speech 18 May 2016

- 10.1 The Council received a verbal update from the Chief Executive on recent developments to work on the Law Commissions review.
- 10.2 The Council noted that work on the Law Commissions review is progressing with an expected pre consultation meeting in July. The Health Minister is considering cost and efficiency in health regulation and a health regulation bill is expected in 2018.
- 10.3 The Council discussed section 60 orders. It was agreed that the HCPC should continue to pursue such an order to allow for undertakings similar to the section 60 orders obtained by other health profession regulators.

Item 11.i. 16/57 Policy and Standards report

- 11i.1 The Council received a report from the Executive.
- 11i.2 The Council noted the main activities of the Policy and Standards department.
- 11i.3 During the discussion the following points were made:-
- Edward Tynan and Laura Coveney, Policy Officers, have both left the HCPC for new roles elsewhere. Recruitment for replacement roles is underway;
 - as part of developing guidance on social media use, a new approach is being trialled using an online discussion forum to gather registrant feedback, so far over 200 registrants have participated. Draft guidance for public consultation will be brought to the Education and Training Committee and the Council at their meetings in September 2016; and

- a joint stakeholder roundtable meeting with the GMC took place on 3 May to discuss the issues around the possible regulation of physician associates. The HCPC provided a presentation on the regulation of new groups. There was a consensus that there is a case for regulation of this group but no preference on which regulator was most appropriate was voiced.

11i.4 The Council noted the contents of the report.

Item 11.ii. 16/58 Policy statement on regulation

- 11ii.1 The Council received a report from the Executive.
- 11ii.2 The Council noted that at its meeting on 10 February 2016, the Council agreed that a policy statement setting out the HCPC's position on the regulation of new professions should be produced.
- 11ii.3 The Council agreed that paragraph 3.6 should be amended to clarify that the aspirant groups / new professions process is closed and the HCPC will not continue to gather evidence.
- 11ii.4 The Council agreed that paragraph 4.6 should be amended to clarify that the HCPC does not intend to proactively lobby for the regulation of new groups.
- 11ii.5 The Council approved the policy statement on extending professional regulation subject to the amendments outlined in paragraphs 11ii.3 and 11ii.4.

Item 11.iii. 16/59 Continuing Fitness to Practise

- 11iii.1 The Council received a report from the Executive.
- 11iii.2 The Council noted that the paper summarises the background and context of the HCPC's existing model, previous and ongoing research work in this area and the approaches of other regulators.
- 11iii.3 During the discussion the following points were made:-
- the Newcastle study is due to report to the Department of Health in May 2016 and a paper presenting their findings will be presented to the Council at a future meeting. The outcomes of this work might potentially influence decisions in this area;
 - recent market research on stakeholder perceptions and experiences indicated that most stakeholders are content with our existing approach to CPD;

- the Executive considers that the outcomes of research activities in this area do not immediately suggest the need for any significant changes to the HCPC's existing approach; and
- the NMC and GMC both require service user feedback in their system. The Council agreed that any future review of the HCPC's approach should include a consideration of this requirement. Any review should also aim to form stronger links to the SCPE.

11iii.4 The Council agreed with the Executive recommendation that amendments to the CPD guidance taking into account the findings of the perceptions and experiences study should be progressed. These amendments might usefully draw registrants' attention to the value of third party feedback and interactive activities such as peer review.

11iii.5 The Council agreed that commissioning analysis to inform a review of the HCPC's approach to auditing of CPD would not be beneficial at this stage and should not go ahead.

11iii.6 The Council noted the paper and agreed to progress amendments to the CPD guidance.

Item 11.iv. 16/60 Professionalism Research

11iv.1 The Council received a report from the Executive.

11iv.2 The Council noted that In 2010, Durham University were commissioned to undertake two studies looking at professionalism, the first of which concluded in 2011. The second study was a quantitative study which aimed to develop and pilot a tool to measure professionalism.

11iv.3 The Council noted that the research team were focused on the academic robustness of the tool rather than its usefulness in regulation. The Council agreed that the tool had most value in an education setting and that it should be published online with some targeted promotion.

11iv.4 The Council noted the report.

Item 11.v. 16/61 AHPRA/HCPC Exchanges

11v.1 The Council received a report from the Executive

11v.2 The Council noted that, in September 2014, the Australia Health Practitioner Regulation Agency (AHPRA) and the HCPC began a pilot exchange programme between the two organisations.

11v.3 During the discussion the following points were made:-

- employees in both organisations have participated in exchange visits;
- the overall objective of the exchanges was to assist in facilitating the sharing of information and expertise between the two organisations in order to learn from each other; and
- the HCPC has developed good working relationships with a number of other international regulators and will continue to build on these.

11v.4 The Council noted the proposal for a shorter period of exchange. The Council agreed with the Executive preference to include more employees in the programme across different bands and departments for a shorter individual time.

11v.5 The Council noted the report.

Item 11.vi. 16/62 Research 2012-2016

11vi.1 The Council noted this item.

Item 12. 16/63 Communications report

12.1 The Council received a report from the Executive.

12.2 The Council noted the main activities of the Communications department.

12.3 During the discussion the following points were made:-

- the February edition of HCPC In Focus, which focused on the revised SCPE, was for the first time sent to all registrants that had indicated they were happy to receive communications on their registration. This increased the newsletter's circulation from 24,504 to 243,926;
- the Department has been busy promoting the new SCPE, this activity has included two tweetchats, a blog piece and a launch event with over 200 delegates which was also streamed online. The overall event was rated as excellent or good by 92% of delegates;
- the Department has represented the HCPC at several recent conferences including Naidex;
- preparation for the Chief Executive's oral evidence session with the Education Select Committee was a significant focus of activity during the period as well as several written parliamentary questions on social work reform; and
- the all employee event was well received and formal feedback is currently being requested.

- 12.4 The Council noted that following the Chief Executive's appearance at the Education Select Committee Social Work Reform Inquiry, Communications has worked with the News Editor at Community Care to amend two articles that appeared on their website.
- 12.5 In response to a question it was noted that the relationship with Community Care is currently positive, though previously the HCPC had received unfavorable coverage. The HCPC has proactively provided the magazine with content and worked with them to improve the relationship.
- 12.6 The Council thanked the Media and PR team for a very informative pre meeting briefing session.
- 12.7 The Council noted the contents of the report.

Item 13. 16/64 Education report

- 13.1 The Council received a report from the Executive.
- 13.2 The Council noted the main activities of the Education department.
- 13.3 The Council noted that the Department is currently at the peak of its annual operations work. The Department are continuing to receive a significantly higher number of major change notifications compared to the last academic year. This is in part due to the department being proactive in promoting this process and also the entrance of social worker and approved mental health practitioner programmes into the process.
- 13.4 The Council discussed the coming changes to education commissioning models. It was noted that resource within the department can be redeployed to respond to changing demands.
- 13.5 The Council noted the contents of the report.

Item 14. 16/65 Information and Technology report

- 14.1 The Council received a report from the Executive.
- 14.2 The Council noted the main activities of the Information and Technology department.
- 14.3 During the discussion the following points were made:-
- the secure telephone infrastructure was successfully moved to a new supplier in February, the new platform is more resilient;
 - there were outages on the NetRegulate system in March. This is due to the age of the system and the increasing size of the HCPC

register. The system was switched to run from the disaster recovery environment while the issue was investigated and addressed;

- in response to a question it was noted that the HCPC does block some websites and that a third party classifies sites as belonging to blocked categories. Inappropriate IT use is covered in the IT policy which is linked to the HR disciplinary process; and
- the IT team recently attended customer experience training with the same provider used by the Registrations team. This was well received.

14.4 The Council noted the contents of the report.

Item 15. 16/66 Operations report

15.1 The Council received a report from the Executive.

15.2 The Council noted the main activities of the Operations department.

15.3 During the discussion the following points were made:-

- the email address for international applications was made more prominent on the HCPC website, this has led to a large increase in email volumes. International application emails are usually more complicated to resolve so this has an impact on resource. However this increase in contact in the early stages may reduce complications further down the application process;
- the Education project has declined since the last reporting period due to a dependency on a Net Regulate release which has been delayed; and
- the HCPC passed its ISO 9001 (Quality Management), ISO10002 (Complaints Management) and ISO27001 (Information Security) audits in March and April.

15.4 The Council noted the contents of the report.

Item 16. 16/67 Any other business

16.1 There were no additional items for consideration.

Item 17. 16/68 Resolution

The Council is invited to adopt the following:

'The Council hereby resolves that the remainder of the meeting shall be held in private, because the matters being discussed relate to the following:

Item	Reason for Exclusion
18	b

- (a) information relating to a registrant, former registrant or application for registration;
- (b) information relating to an employee or office holder, former employee or applicant for any post or office;
- (c) the terms of, or expenditure under, a tender or contract for the purchase or supply of goods or services or the acquisition or disposal of property;
- (d) negotiations or consultation concerning labour relations between the Council and its employees;
- (e) any issue relating to legal proceedings which are being contemplated or instituted by or against the Council;
- (f) action being taken to prevent or detect crime to prosecute offenders;
- (g) the source of information given to the Council in confidence; or
- (h) any other matter which, in the opinion of the Chair, is confidential or the public disclosure of which would prejudice the effective discharge of the Council's functions.'

Item 18.16/69 Minutes of the private Council meeting of 22 and 23 March 2016

18.1 The Council considered and approved the minutes of the private section of the 104th meeting of the Health and Care Professions Council.

Chair:

Date:

Council

Minutes of the 105th meeting of the Health and Care Professions Council as follows:-

Date: Friday 20 May 2016

Time: 10am

Venue: The Council Chamber, Health and Care Professions Council, Park House, 184 Kennington Park Road, London SE11 4BU

Present: Elaine Buckley (Chair)
Stephen Cohen
Maureen Drake
Eileen Mullan
Joanna Mussen
Graham Towl
Joy Tweed
Nicola Wood
Stephen Wordsworth

In attendance:

Claire Amor, Information Governance Manager
John Barwick, Head of Investigations
Jonathan Bracken, Solicitor to Council
Guy Gaskins, Director of Information Technology
Andy Gillies, Director of Finance
Michael Guthrie, Director of Policy and Standards
Teresa Haskins, Director of Human Resources
Kelly Holder, Director of Fitness to Practise
Jacqueline Ladds, Director of Communications
Greg Ross-Sampson, Director of Operations
Marc Seale, Chief Executive and Registrar
Alan Shillabeer, Investigations Manager
Paul Shinkfield, Australian Health Practitioner Regulation Agency
Sarita Wilson, Head of FTP Service Improvement

Public Agenda – Part 2

Item 1.16/71 Chair's welcome and introduction

- 1.1. The Chair welcomed Council members and those seated in the public gallery to the 105th meeting of Council.

Item 2.16/72 Apologies for absence

- 2.1 Richard Kennett sent his apologies.

Item 3.16/73 Approval of Agenda

- 3.1 The Council approved the agenda.
- 3.2 The Chair informed Council that Martin Fletcher, Chief Executive of AHPRA, was delayed and that Paul Shinkfield, AHPRA's National Director Strategy and Research, would deliver the AHPRA presentation.

Item 4.16/74 Declaration of Members' interests

- 4.1 Nicola Wood declared an interest as a non-executive Director of the Board of the Information Commissioner's Office.

Item 5.16/75 Presentation by Paul Shinkfield National Director, Strategy and Research, Australian Health Practitioner Regulation Agency (AHPRA)

- 5.1 The Council received a verbal presentation from Paul Shinkfield of AHPRA.
- 5.2 The presentation covered the following topics;
 - The organisation and working of the National Boards and Committees
 - Relationship with Governments, including, Federal, States and Territories
 - Relationship and working arrangements between the Executive and Boards
 - Recruitment and reappointment processes
 - Joint secondment programme between the AHPRA and the HCPC
- 5.3 During discussion following the presentation the following points were made:-

- HCPC and AHPRA share some similar governance issues for example a transition from profession specific to multi-profession regulation;
- AHPRA also faces the challenge of operating over 8 geographically dispersed states and territories which also reflect political complexity legislative differences in several jurisdictions; and
- AHPRA considers the exchange programme very valuable and is keen to welcome three HCPC secondees in early 2017 and to build on the success of previous exchanges and collaborative working.

5.4 The Council thanked Paul for his informative presentation and for stepping in at short notice to deliver it.

Item 6.16/76 Fitness to Practise report

6.1 The Council received a report from the Executive.

6.2 During the discussion the following points were made:-

- the structure of the FTP department is currently undergoing realignment to ensure it remains fit for purpose. The aim is enhanced specialisation of functions across the department;
- the department will be organised into five functional groups, with the current case management function being split into three separate specialised groups, though all case managers will continue to present. The heads of function are now in place;
- key deliverables are reducing the length of time of cases as specialised skills result in time efficiency savings. Bespoke targeted training will also be possible for dedicated case teams;
- FTP employees are currently being consulted on the changes. The realignment will be delivered within the FTP budget for the year; and
- 98% of tribunal suites is being utilised currently. Statistics on space utilisation will be included in future reports. Feedback from Panel members and representatives has been positive.

6.3 The Council discussed the realignment. In response to a question, it was noted that it is hoped the specialisation would provide more opportunities for employees to move between teams to progress, rather than making the case management function less flexible. It would also reduce the amount of time it takes to get a new case manager established as they will no longer be required to be fully up to speed with all processes and can focus in on their area.

6.4 The Council noted the contents of the report.

Item 7.16/77 HCPC's approach to Fitness to Practise

7.1 The Council received a report from the Executive.

7.2 The Council noted that the paper is intended to provide an overview of HCPC's approach to fitness to practise, including the legislative framework upon which it is based to inform future discussions of the Council in this area.

7.3 During the discussion the following points were made:-

- the approach that the HCPC takes to its fitness to practise process is designed to balance public protection with the rights of the registrant;
- the HCPC's legal framework operates on the civil standard of proof. The HCPC was the first regulator to adopt this standard, ahead of the Shipman enquiry recommendation that all regulators move to it. Council agreed this should be given more emphasis in the paper;
- the HCPC was the first regulator to put Panels at 'arm's length' in relation to the Council and end the practice of Council members sitting as Panel members;
- it is important for the HCPC to share its experiences and achievements. The Council discussed the report informing a blog piece; and
- the HCPC has led innovation in shaping the regulatory landscape. The Council agreed that a key message to add to the paper was the HCPC's commitment to future innovation and evolution of regulation.

7.4 The Council agreed that the report should be considered a working document and should be reviewed at a future date to measure progress. It was agreed that the report would form part of the induction process for new Council members, along with the research strategy.

7.5 The Council noted the contents of the report.

Item 8.16/78 Health assessments for drug and alcohol offences

8.1 The Council received a report from the Executive.

8.2 During the discussion the following points were made:-

- the HCPC does not require that registrants convicted of drug and alcohol related criminal offences routinely undergo a health assessment, instead a case by case approach is taken;

- the PSA has previously said that it considers that all regulators should consider requesting health assessments in these cases;
 - the HCPC does not have powers to compel a registrant to undergo a health assessment;
 - in its report of our accountability hearing published in 2014, the Health Committee noted our approach to handling these cases and said that it would revisit the issue in the following year; and
 - the HCPC commissioned research to look at the published evidence on this topic to inform its position and approach going forward. A team from King's College London undertook this review.
- 8.3 In response to a question it was noted that statistics on drink related offences correlating to other fitness to practice issues was considered by Council a number of years ago. This report did not show a trend. The research piece 'preventing small problems from becoming big problems in health and care' also looked at this issue, however this was limited. The Executive agreed that it would revisit the data in a future paper.
- 8.4 The Council agreed that as an evidence informed regulator, it was necessary to approach this issue on a case by case basis.
- 8.5 The Council noted the findings of the literature review and agreed that the HCPC should maintain its existing case-by-case approach to managing cases where registrants are cautioned or convicted of drug or alcohol related offences.

Item 9.16/79 Standard of Acceptance for Allegations

- 9.1 The Council received a report from the Executive.
- 9.2 The Council noted that the Standard of Acceptance for Allegations sets out the Council's policy in relation to the threshold for fitness to practise allegations. It outlines a 'modest and proportionate' threshold which allegations must normally meet before they will be investigated by the HCPC.
- 9.3 The Council noted that the policy was last considered by Council at its May 2015 meeting and implemented in June 2015. A further amendment to the policy is now necessary to ensure that registrants who have been cautioned or convicted for criminal offences are treated equitably irrespective of the UK jurisdiction in which they practise or reside. The need for this change arises from legislative differences between the jurisdictions in relation to the rehabilitation of offenders.
- 9.4 The Council approved the amended Standard of Acceptance for Allegations policy.

Item 10.16/80 Secretariat report

- 10.1 The Council received a report from the Executive.
- 10.2 In response to a question it was noted that there is no one reason for the increase in FOI requests in April, however the number of statistical requests for student research remained higher than normal.
- 10.3 The Council noted the contents of the report.

Item 11.16/81 Committee Appointments

- 11.1 The Council received a report from the Executive.
- 11.2 The Council noted that the Chair of Council together with the Chair of the Education and Training Committee considered the expressions of interest for Committee vacancies and are in agreement that Nicola Wood should be recommended for appointment to the Remunerations Committee and Stephen Cohen for appointment to the Education and Training Committee.
- 11.3 The Council agreed the appointments as set out in paragraph 11.2.

Item 12.16/82 2017 Council and Committee dates

- 12.1 The Council received a report from the Executive.
- 12.2 The Council approved the schedule of Council and Committee meetings in 2017.

Item 13.16/83 Finance report

- 13.1 The Council received a report from the Executive.
- 13.2 The Council noted the main activities of the Finance department since March. It included statistical information and highlighted key work undertaken.
- 13.3 During the discussion the following points were made:-
 - the PCI/DSS project has started and a consultant has been engaged to undertake gap analysis for current card payment systems against the updated Payment Card Industry Data Security Standard;
 - the new Head of Financial Accounting, Tian Tian, and the new Finance and Procurement Officer, Antonio Pinheiro, joined the HCPC on 4 April. The permanent Finance Business Partner post has been removed with its duties reallocated amongst the team;

- the £414k surplus includes a £267k impairment reversal credit on the revaluation of 186 KPR. This is based on increased market rents for comparable commercial properties in the area; and
- the annual report and accounts will be presented to the Audit Committee on 15 June and to Council on 6 or 7 July.

13.4 The Council discussed the 2016-17 budget. It was noted that the HCPC has budgeted for a small deficit, however the budget is prudently prepared and so may result in a small surplus. A narrative to accompany any potential surplus will be provided when publishing results.

13.5 The Council noted the contents of the report.

Item 14.16/84 Human Resources and Partners report

14.1 The Council received a report from the Executive.

14.2 The Council noted the activities of the HR department.

14.3 During the discussion the following points were made:-

- the reporting period has been particularly busy with high levels of recruitment and learning and development activities, along with administering and supporting the appraisal and annual pay review processes;
- the realignment of FTP has been a key area of work;
- the all employee survey has been launched and results will be presented to Council at a future meeting; and
- in response to a question it was noted that the results of this year's survey will be used as a baseline for comparison with surveys in future years. Some comparison with the last survey would be possible, however not all areas covered were directly comparable.

14.4 The Council noted the contents of the report.

Item 15. 16/85 Chief Executive's Summary of key issues

15.2 The Council noted the following points:-

- the Chief Executive thanked Paul Shinkfield of AHPRA for stepping in and providing a very interesting presentation. The Council noted that a representatives from Irish health professionals' regulator CORU and the Ontario College of Pharmacists would present to Council at future meetings;

- thanks were given to the Executive for delivering a good year end financial performance;
- the issue of how the HCPC reacts to social worker regulation reform was revisited. It was noted that reflecting on how the HCPC communicates its successes will contribute to providing a positive proactive response when more detail on social worker regulation is known;
- Council agreed that instability for any professional group was not desirable and that more detail was required on planned reforms; and
- Council agreed that the July meeting agenda would include time for a further discussion on social worker regulation reform and the HCPC's response as well as progress in relation to changes in the health and social care regulatory landscape.

Item 16.16/86 Any other business

16.1 There were no additional items for consideration.

Item 17.16/87 Meeting evaluation

17.1 The following points were noted:-

- the Council discussed the public nature of the meeting. It was noted that whilst the meeting is held in public, members of the public are not invited to speak or ask questions and so are not introduced when the meeting opens;
- meeting agendas are open to suggestions from Council on topics for discussion. Council members were asked to consider this; and
- it was suggested that the Executive should sit round the table with Council members. The Executive team were asked to consider this suggestion.

Item 18.16/88 Date and time of next meeting:

Wednesday 6th July 2016 at 2pm and Thursday 7th July 2016 at 10am at Park House, 184 Kennington Park Road, London SE11 4BU.

Chair:

Date: