
Chair's Report

1. Purpose of report

To flag developments at the HCPC from the Chair's perspective and to update on activities of note.

2. Highlights

First full Council meeting with new Council members and Council Apprentices

It is my pleasure officially to welcome our four new Council members, Helen Grantham, Dr Pameleta Ricketts, Catharine Seddon and Professor Carl Stychin and two new Council Apprentices, Alice Gair and Dr Sejal Patel. Continuing our theme of a diverse Council of all the talents!

I am particularly thrilled that Council member Pameleta is a former HCPC Council Apprentice. Dr Ricketts further developed her credentials after concluding her year as an apprentice and, as well as a testament to her, it is evidence that the apprenticeship scheme we initiated is bearing the intended fruits.

Celebrating Tony Glazier

You will see on the Council meeting agenda that Tony Glazier, our Communications and Digital Lead, who has been with the HPC/HCPC for 30 years, will be giving us his unexpurgated reflection on the experience! Tony did say that he could probably manage this in around 90 minutes, but he is planning more economical use of the time...

Council effectiveness review and workshop (7 March 2025)

Following an introductory seminar related to our Council effectiveness and development work in October 2024. Yasir Samir, who together with governance colleagues is leading the review and planning for us, has been interviewing Council and Executive Leadership Team members and also gathering data through focus groups with those HCPC colleagues who have more regular contact with Council members through their work with the Council and Council committees.

Committee chairing and members

John McEvoy has stepped into the chair of the People and Resources Committee, succeeding Sue Gallone, and Katie Thirlaway has moved from a committee seat to the chair of the Education and Training Committee, supporting Helen Gough who remains a member.

John and I have met, giving me the opportunity to hear his thoughts on his new role as chair of the People and Resources Committee and Remuneration Committee and to offer any support he may wish to have.

Following their appointment as Council members, Helen Grantham and Pam Ricketts have joined the People and Resources and Remuneration Committees and Catharine Seddon has joined the Audit and Risk Assurance Committee. Carl Stychin will join the Education and Training Committee from 1 April 2025, when he officially joins the Council as a member.

Chairs meeting (17 March 2025)

We held a meeting of all committee Chairs and the Senior Council Member at which it is our custom to check in with colleagues on key developments in their committee work. We also discussed developments that are or may be on the horizon for the HCPC.

CPD week

Congratulations to Matt Peck, the HCPC's Head of Communications, Engagement and Public Affairs, for a wonderful inaugural CPD week. I and our Chief Executive topped and tailed the programme with vlogs, but the demanding work was all done by Matt and his colleagues – warm thanks to everyone. We are very grateful to the many HCPC registrants who contributed their perspectives and expertise. Without a doubt an immense success.

'Conversation with Christine' session

My rolling programme of meetings restarted on 18 February 2025, with an engaging session attended by Ainslee Christensen (Scheduling Team Manager), Saima Iqbal (FTP Paralegal), Grace Burrell (Registration Advisor) and Jagana Abubacarr (Systems Accountant). The next one of these is in the diary and I hope to have several more over the coming months. During these conversations, I hear from four HCPC colleagues, mostly early on in their careers, about their journey into the HCPC and experiences since. However, this time, I heard from Grace, who has been with the organisation for 25 years! My guests shape the agenda. I listen, absorb and bring the learning to my Council work.

Rollout of 'consent' principles

Our first Chairs, patient safety representatives and stakeholder group meeting of 2025 took place in mid-February. We focused on how best to ensure that patients are aware of the 'consent' principles and what they mean in practice. We also considered the important implications of the [Patient Safety Principles](#) developed by the Patient Safety Commissioner and expressed strong support for their clarity, aptness and usability. The team at the HCPC is now rolling out a communications and engagement plan based on the outcomes of the group's work.

3. Regulation of NHS managers

The Department of Health and Social Care (DHSC), newly re-empowered by the planned absorption of NHS England, is considering its response to its consultation on the regulation of NHS managers.

Both I, as Chair, and our Chief Executive, have had discussions with the DHSC about its thinking and professions whose practice may be concerning the DHSC.

4. An interesting time for regulation

This is an interesting time for regulation. While the independent review of the physician associate (PA) and anaesthesia associate (AA) professions to consider the safety of the roles and their contribution to multidisciplinary healthcare teams is ongoing, the discussion within health and care professions continues including an article written by a doctor in February's [The Spectator](#).

Meanwhile, [The Economist of 27 February 2025](#) opined, 'Anybody in Britain can call themselves a therapist' and laid into misleading and unclear nomenclature and identification.

At the same time HM Treasury has published a policy paper, [New approach to ensure regulators and regulation support growth](#), setting out its vision for regulation and an action plan with the next steps, although this did include any specific proposals for health regulation. However, we continue to contribute to the development of the proposals for regulatory reform of healthcare professionals regulators and welcome the opportunities that modernisation will bring for regulators, registrants and the public.

While the HCPC's lean model of multi-profession (more registrants than the General Medical Council, for instance and one sixth of the headcount) has much to be commended, we must look to the future, not rest on our laurels and be sure that our next strategy is an act of foresight, insight and readiness.

5. Patient safety, corporate planning and strategy

Our Executive Director of Corporate Affairs, Claire Amor, and I, guided by Claire's strategy development framework that the Executive Leadership Team has approved for the Council's consideration, are meeting with patient safety representatives to work out how best to have our strategy co-created with patients' voices and interests at its heart.

The first of these meetings was with the RNIB (Royal National Institute of Blind People), the UK's leading sight loss charity. We learned, for example, that there are two colleges that specifically train people who are affected by sight loss to become physiotherapists. This is a discovery trail, building on my work with the 'consent' group and we are sure that the findings will enrich our strategy outcome, sometimes in ways we had not imagined.

6. Fee increases for registrants

The statutory instrument bringing the fee rise into effect was presented to the Council and approved at its meeting in January 2025 and subsequently signed as directed by the Chair and Chief Executive on 7 March 2025. The instrument has now been laid and is in what looks like the latter stages of its journey into legislation.

7. Stakeholders and colleagues

During the period, I met colleagues and stakeholders including:

PSA Chair and Chief Executive (with HCPC Chief Executive)

Yasir Samir, independent consultant (Council effectiveness review meeting)

Dr Anne Wright, General Optical Council Chair

Consent chairs and stakeholders group

Professor Dame Carrie MacEwen, General Medical Council Chair

Department of Health and Social Care (DHSC)

Dr Henrietta Hughes, Patient Safety Commissioner

Rachel Power, the Patients Association Chief Executive

Khadija Rasa and colleagues, Royal National Institute of Blind People (RNIB)

8. Goodbye to Karen Flaherty

The Council meeting on 27 March 2025 will be Karen's final major meeting with us. On behalf of the Council and myself, I would like to reiterate our warm appreciation of her professionalism, hard work, zest for improvement and her ever willing, can-do attitude. We wish her every success and happiness in her move to a role that aligns even more closely with her personal interests.