

Fitness to Practise Committee – 21 October 2010

## CHRE Progress Report

### **Executive summary and recommendations**

In March 2010 the Council discussed a paper reviewing the Council of Healthcare Regulatory Excellence report on their audit of the initial stages of the regulatory bodies fitness to practise processes. The Council instructed the Executive to provide regular progress reports to the Fitness to Practise Committee in relation to the recommendations agreed by the Council resulting from that report. The second progress report is attached to this paper as an appendix.

### **Decision**

The Committee is asked to note the attached paper, no decision is required

### **Background information**

CHRE Fitness to Practise Audit report: Audit of health professions regulatory bodies' initial decisions (report ref: HPC23/10)

<http://www.hpc-uk.org/assets/documents/10002CEE20100325Council-enc07-FtPCHREreport.pdf>

### **Resource implications**

Accounted for in 2010-11 budget

### **Financial implications**

Accounted for in 2010-11 budget

### **Appendices**

Progress report

### **Date of paper**

4 October 2010

Date	Ver.	Dept/Cmte	Doc Type	Title	Status	Int. Aud.
2010-08-25	a	F2P	AGD	Cover sheet_CHRE Progress report October 2010	Final DD: None	Public RD: None



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CHRE Report – Progress Report – October 2010

**1 Review the approach to how HPC deals with allegations where a registrant has been convicted of drink or drug related offences**

- The Investigations Manager is leading on this piece of work and a paper will be submitted to the FTP Committee for consideration at its October 2010

**2 Review the template and guidance that is available for those who make a decision as to whether there is a ‘case to answer’**

- A paper providing an update on the work that has been done to update the Investigating Committee documentation and processes is on the agenda for October 2010
- More information is now provided to registrants when they are requested to make observations on the allegations that have been made against them
- More information can be found on this in the update on the work that has been done in relation to the expectations of complainants work stream.

**3 Focus on decision making at refresher training for panel members**

- The second round of refresher training started on 26 May 2010. It is anticipated that this round of training will have concluded by November 2010. This will ensure that all panel members have received two rounds of refresher training.
- A review day for legal assessors took place on 8 October 2010

**4 Continue to take forward work aimed at improving employer understanding about the purpose of the HPC’s fitness to practise processes**

- A number of meetings have now taken place with Ambulance trusts over the course of June, July, August and September.
- The brochure “Fitness to Practise: Information for Employers” has been updated and published.

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**5 Produce operating guidance for fitness to practise employees on when how to seek expert or clinical advice**

- The Council was asked to approve the policy on the use of registrant assessors at its meeting in May 2010.
- Operating guidance for fitness to practise employees has been produced and training has taken place
- Case meetings have taken place to identify suitable cases to use expert advice for cases prior to their consideration by an Investigating Committee
- A review of the Practice Note ‘Assessors and Expert Witnesses’ has been undertaken to ensure the document meets the current provisions of the legislation

**6 Further develop templates for investigative reports and risk assessments**

- New templates for risk assessments have been developed and were in use from 1 April 2010
- An updated investigative report template has been developed and been introduced following training and a pilot of the process. A paper providing more detail on this is on the Committee agenda for October 2010

**7 Develop audit mechanisms to review the quality of correspondence that has been produced as part of a fitness to practise investigation**

- A number of mechanisms are in place to audit and review the work of the fitness to practise department. A database has been developed to review the quality and consistency of decision making following the Committees’ approval of the approach taken in this area. There is a paper reviewing decisions on the Committee agenda for October 2010
- Lead Case Managers routinely audit a sample of each case manager’s files (including correspondence) on a monthly basis. This contributes to ensuring a high quality case work.

**8 Take forward with CHRE the wider implications resulting from the CHRE review of the paramedic case**

- Consideration is currently being given to the best approach to take to this topic.

**9 Further explore the meaning of impairment in the context of regulation**

- Council considered a paper on this subject in March 2010 and approved a statement of principles at its meeting in July 2010
- A stakeholder event took place on 3 June 2010 where the subject was explored in more detail