

DRAFT

Unapproved by Council

Enclosure 5 Paper HPC5/06

Health Professions Council – The next three years

Park House, 184 Kennington Park Road, London

1st March 2006



Contents

- I. Foreward**
- II. Purpose of HPC**
- III. Principles**
- IV. Standards & Processes**
- V. Strategy**
- VI. Strategic & operational Issues to Resolve**

Appendix I Organisation

I. Foreword

The HPC is an independent UK statutory regulator of healthcare professionals

- **Health Professions Order 2001**
 - Statutory Instrument (SI) established 1st April 2002
 - Rules and guidance support the SI
 - Initial Rules became operational 9th 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
 - ¶ Micro site 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

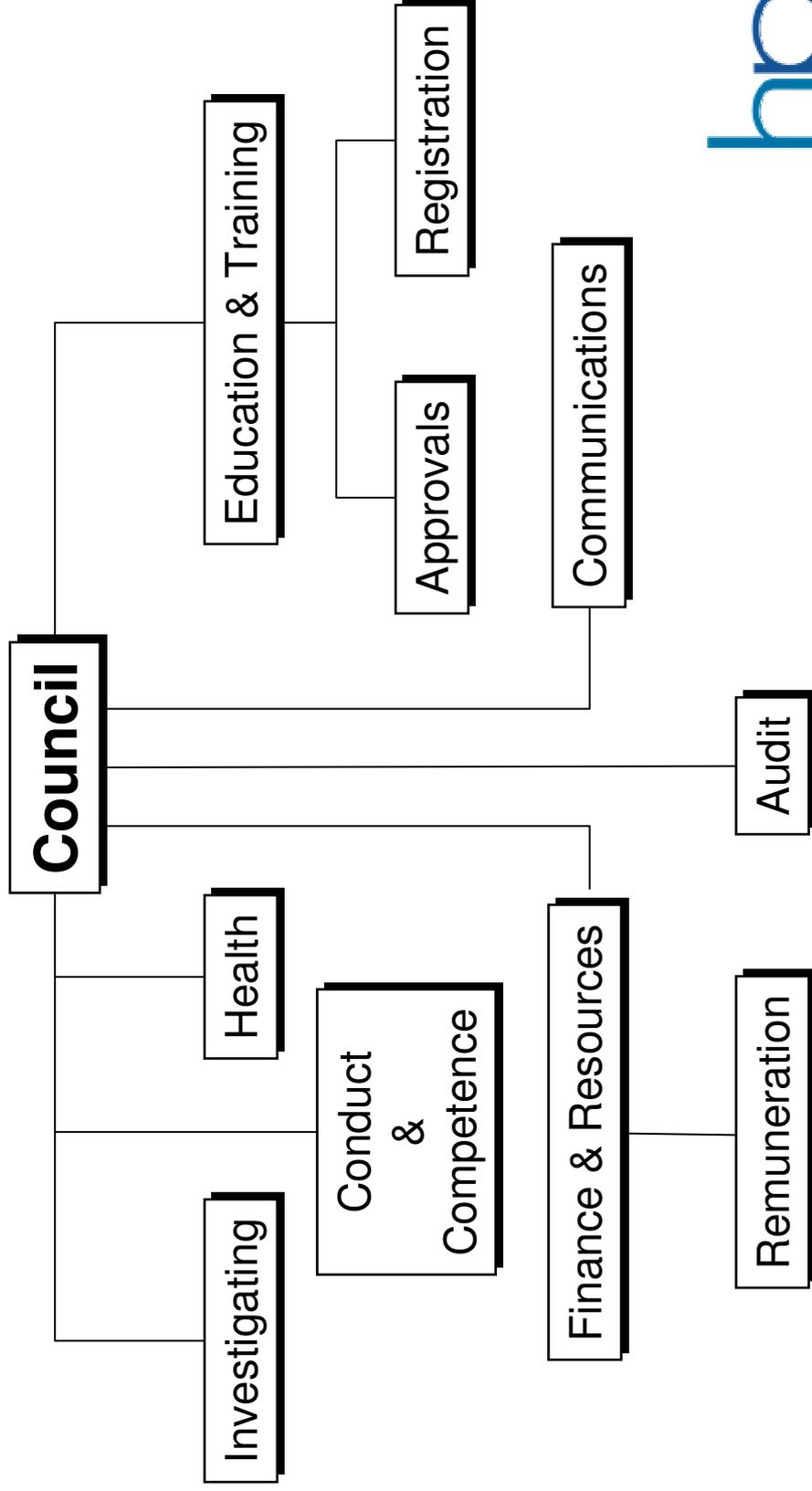
- **Partners**
- **Professional Liaison groups, (PLGs)**

XXXXXXXXXXXX. Facers

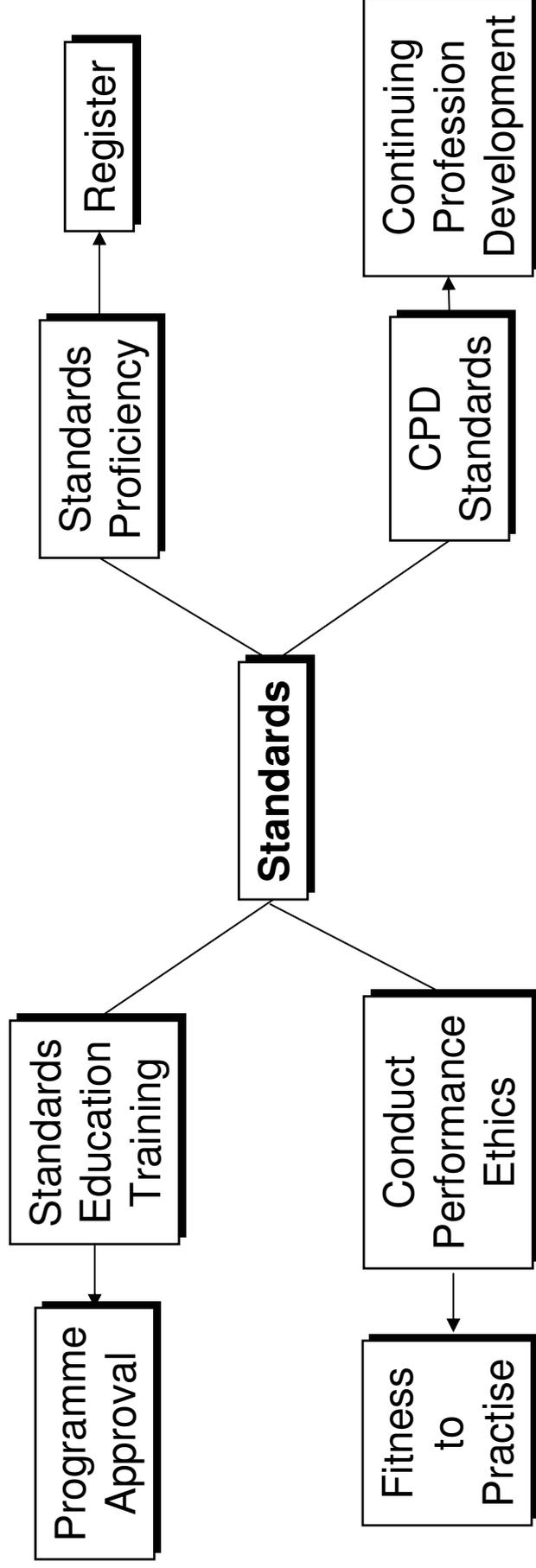
HPC Stakeholders

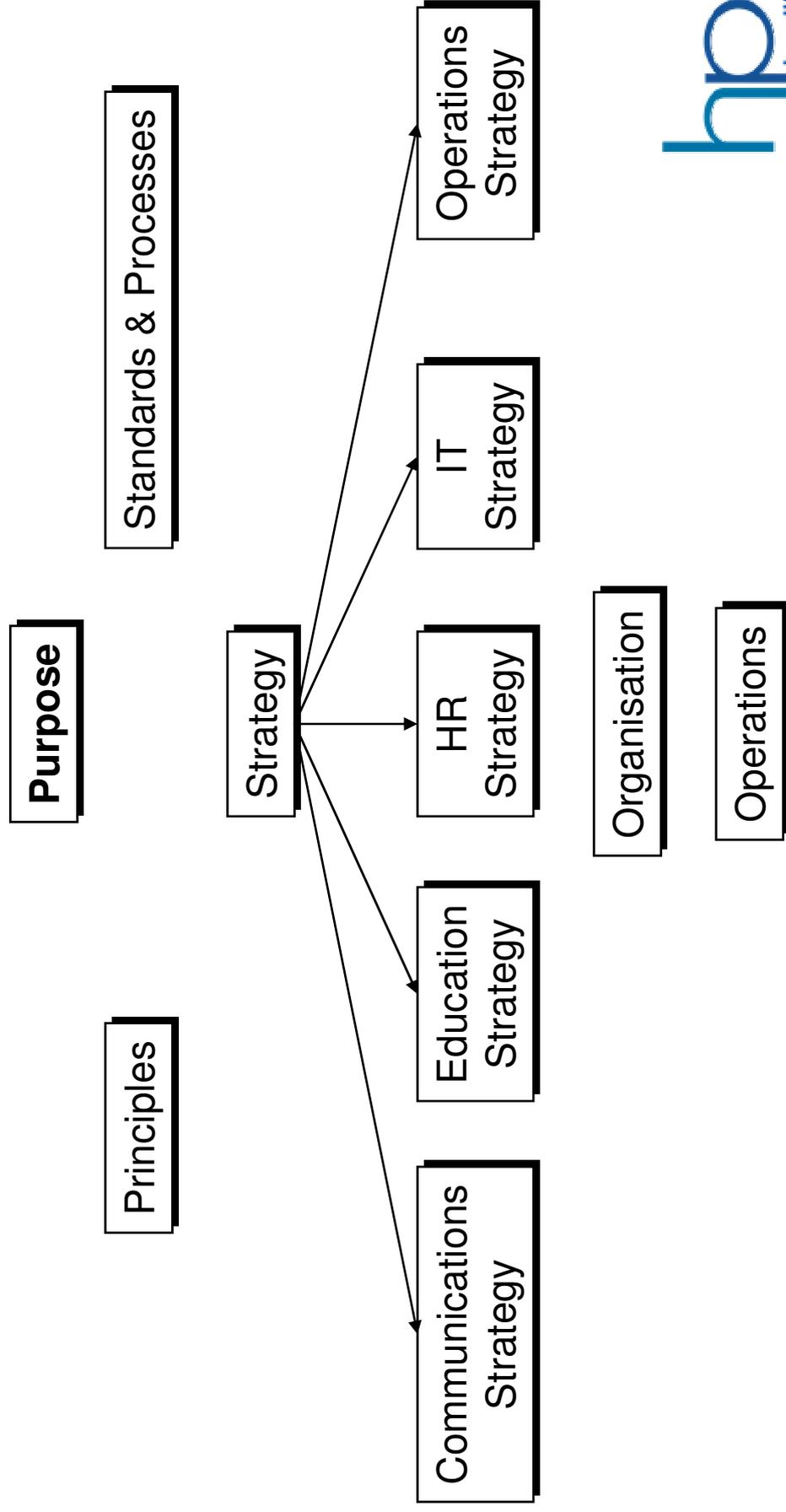
- **Carers**
- **Clients:Patients:Users**
- **Consumer Associations**
- **Employers**
- **Government**
- **Higher Education Institutions**
- **Media**
- **Members of the Public**
- **Professional Bodies**
- **Prospective registrants**
- **Registrants**
- **Regulators**
- **Special Interest Pressure Groups**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

The Council has Statutory & Non-Statutory Committees



Integrated process of setting & maintaining standards





ERROR: undefinedfilename
OFFENDING COMMAND: c

STACK: