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Health Professions Council – 10 September 2009

## Café Conversations - Update

### Executive Summary and Recommendations

#### **Introduction**

As part of the Council Induction held on 6-7 July, members were divided into small groups and participated in “café conversations” which were facilitated by members of the Executive Management Team. The aim of the exercise was to learn about the work of the departments and understand the key themes and issues for HPC. In addition, it was an opportunity to develop a shared understanding and knowledge, understand colleagues’ perspectives and identify future work for the Council.

The Executive undertook to update members on the themes that had emerged through the course of the day and in addition, provide a summary on the discussions. The summary document is attached.

Members will note that the issue of diversity was raised, in particular the wish discuss the topic further. As part of the ongoing training of members, this issue will be considered in more detail at the Away Day in October.

#### **Decision**

The Council is requested to note the café conversations update as attached.

#### **Background information**

None

#### **Resource implications**

None

#### **Financial implications**

None

#### **Background papers**

None

#### **Appendices**

Summary of Workshop discussions

#### **Date of paper**

25 August 2009

## **Summary of Workshop discussions**

**7 July 2009**

Feedback from members showed that 'cafe conversations' were thought to be a good way to get to know members of the Executive, their approaches, and their departments. The sessions began with an introduction and questions around specific aspects of each department followed by a forum for members to discuss wider issues.

Themes emerging from these discussions are included below (the transcripts are available in full on the Council extranet).

### Diversity

There were a number of discussions around diversity, both in relation to the make up of the population of the register, and in reference to the professional differences between professions. Most of these discussions centred around the importance of gaining a clear picture of any given situation either through data collection or the development of understanding between the parties concerned.

### Engagement

HPC's interaction with stakeholders and the public was discussed in most of the conversations. This included the relationship between public awareness and public protection and the extent to which HPC should seek to influence the public agenda.

### Future challenges

Members discussed how HPC would remain responsive to future challenges, particularly how HPC would deal with significant changes to the type or behaviours of HPC registrants (for instance how to manage the risk of a profession with significant numbers who refused to register).

## **Summaries of the key issues explored during discussions**

### Finance and human resources

- How HPC would deal with increasing staff numbers
- Whether HPC should have succession planning for Partners
- How would HPC deal with a large number of registrants refusing to pay
- Consultation processes should engage with diverse groups
- Whether professions/partners reflect the diversity of the general population
- HPC should improve collection and analysis of Equality and Diversity data

### IT and registrations

- The relationship between investment and business need
- Operating a risk based approach to managing resources
- How to maintain reputation whilst changing critical IT systems
- How HPC deals with complaints.

- Equality and Diversity data should be captured and linked to comparable examples.
- How to achieve a balance between risk aversion and being able to function efficiently.

### Communications

- The right level for public engagement – how much awareness is appropriate
- Whether a higher profile would increase public protection
- The importance of branding for non-NHS practitioners
- How HPC engages with stakeholders, particularly hard to reach groups
- The importance of listening and employer events
- Whether HPC should lobby, and the engagement of the media
- How HPC prepares and operates during a pandemic

### Education

- How HPC overcomes challenges in relation to threshold level qualifications
- How HPC approaches the concept of revalidation
- How the diversity of registrants would be incorporated into revalidation
- How HPC handles potential registrants switching to non-registered titles
- The need to contribute to the regulatory agenda

### Fitness to Practise

- How Council should measure the success of the fitness to practise process
- How to capture the diverse nature of registrant group risk profiles in the data
- How HPC approaches the movement of adjudication to the OHPA
- How the FtP process continuously evolves
- How to approach the risk of a refusal of professional group to register
- How HPC could make greater use of mediation
- How judgements on the impairment of a fitness to practise may be more difficult in some professions than others

### Policy and Standards

- How HPC develops its approach to unregulated (health) professions and occupational groups
- How the healthcare workforce will change in future
- The use of rationalisation and logic in developing an approach to regulation
- How the generic standards would be applied to Complementary and Alternative medicinal practitioners
- How to enhance HPC's 'voice' domestically and in Europe