

Council, 25 September 2014

Reports from Council representatives at external meetings

Executive Summary and Recommendations

Introduction

The following feedback has been received from Council Members reporting back from meetings at which they represented the HCPC:

- IMD Orchestrating Winning Performance in organisations - Anna van der Gaag; and
- Joint World Conference on Social Work, Education and Social Development – Robert Templeton.

Decision

The Council is requested to note the report.

Background information

None

Resource implications

None

Financial implications

The cost for attendance at conferences/meetings has been incorporated into the Council annual budget.

Background papers

None

Appendices

Copies of feedback forms

Date of paper

16 September 2014

ATTENDANCE AT MEETINGS TO REPRESENT HCPC

Name of Council Member	Anna van der Gaag
Title of Conference/Meeting	IMD Orchestrating Winning Performance in organisations
Date of Conference	16-20 June 2014
Approximate number of people at the conference/meetings	350 individuals from public and private sector companies and organisations from over 45 countries attended.

The programme covered topics such as strategic planning monitoring and implementation, organizational health, organizational growth, leadership, and managing in uncertain environments. In addition to the morning and afternoon seminars and workshops, keynote speakers presented on topics such as cyber crime, the financial crises, the solar impulse project and innovative ways of involving customers in the design of products and services.

Key themes from the seminars, workshops and lectures centred around three areas – first, the importance of transparency and ethical behaviour. The message from the experts was – whatever your business, aim for transparency, and pay attention to the ethics and conduct of your Board and employees. Today, successful companies focus on their values, expected behaviours, team work, collaboration, and providing emotional stability for their employees, creating environments where people can be their best and have the freedom to out-perform themselves. This is a shift from more traditional constructs around success.

A second theme centred on the importance of the ‘green’ agenda and ensuring that businesses take their environmental impact into account when planning for future growth. This was seen as ‘good business’ as well as good for the environment and for the future of the planet. Third, successful organisations are clear on their objectives, they invest in their employees, and work in teams to identify and achieve their ‘must win battles.’ The programme offered a range of practical tools for measuring elements of organizational performance.

Implications for HCPC

On the first theme, HCPC is probably ahead of many organisations in its commitment to transparency. One session talked of ‘the newspaper test’ – ‘are we willing to publish everything we do in a newspaper?’ Could we do more to reflect on our code of conduct and ethical behaviour as Council members? On the second theme, HCPC might review our CSR policy – could we be doing any more to eliminate waste across the organisation? (progressive companies have zero waste policies) How much more environmentally friendly can we be? Could we investigate use of more green technologies? What about our responsibilities within the local community?

On the third theme, the programme provided us with new tools for looking at our way of working together. Successful leadership involves being honest, building

trust and overcoming the fear of conflict. Successful team working involves being thorough, and being fully engaged, and having conversations about *why* you do things as well as *how* you do things. Some of these will be used on the Awayday sessions in October 2014.

Please complete as much of the above as you can and return to Secretariat, Health and Care Professions Council, Park House, 184 Kennington Park Road, London, SE11 4BU.

Name of Council Member	Robert Templeton
Title of Conference/Meeting	Joint World Conference on Social Work, Education and Social Development,
Date of Conference/Meeting	9-12 July 2014 held in Melbourne, Australia
Approximate number of people at the Conference/Meeting	1500 social work and social development practitioners, researchers, educators and consumers from all over the world.

Purpose

In July I attended the Joint World Conference on Social Work, Education and Social Development in Melbourne, Australia. Key undertakings were to represent the HCPC at a meeting of the International Network for Social Work and Social Service Regulation, present at a Symposium at the conference and to run a sub plenary session on Social work regulation in England.

Network Meeting

The International Network for Social Work and Social Service Regulation was established in 2006. The network includes HCPC, International Network for Social Work and Social Service Regulation (INSWSSR), the Association of Social Work Boards (USA), Ontario College of Social Workers and Social Service Workers (Canada), New Zealand Social Workers Registration Board, Health & Social Care Professionals Council (CORU - Ireland), Northern Ireland Social Care Council, Scottish Social Services Council (SSSC) and the Care Council for Wales. Through World Social Work conferences they have been able to share their approach to regulation with the social work professions and academic communities internationally.

The network's priorities are:

- Information sharing
- International qualification recognition
- Expanding the network
- Liaison with IFSW14
- Mobility

Symposium on Regulation

The Network shared progress on its work covered were:

- Issues influencing different models of Regulation
- Professional Mobility
- Mutual recognition and comity agreements
- Qualification equivalence assessments
- Managing relationships with and expectations of professionals

The session was very well received with much interest from countries that are now striving for statutory regulation, particularly Australia and Malaysia. This was a lively debate on the role of regulatory bodies as the 'controller' or a view of what they can contribute to the development of the social work profession as well as to ensuring public confidence and protection. The issues raised focused on the relationship between professional bodies and regulatory bodies, on the question of regulating other workers who are not social workers, mobility and the relationship between regulation of training and regulation of the profession.

The network also ran a session on research and social work regulation 'Statutory regulation of the social work profession – Issues and challenges'. There had been concern about the lack of research in relation to regulation and social work compared to professional regulation in health. This session focused on:

- What we already know?
- What should we be researching?
- Who should be researching?

It led to a very good debate about the importance of research and the need to move forward to pull together evidence of how regulation is making a difference.

The response from the delegates and the follow up enquiries prove that the work of the network is helpful to others particularly those exploring the possibility of developing professional regulatory arrangements from scratch.

Sub Plenary Session Social Work Regulation in England

The presentation outlined the journey social work has made in England from a single to a multi-professional regulator. The presentation highlighted the concerns that the profession had at the time and discussed how the HCPC manages the complexity of its business and the pros and cons of multi professional regulation as it relates to the profession of social work. The presentation concluded that the multi-professional regulation has distinctive characteristics and unique advantages in separating the role of public protection from professional development and promotion.

A question raised indicated that there was much support, but there were also some very negative responses on Twitter, for social work educators to be regulated.

Concluding Remarks

One of the important key messages that came across at the conference was the importance of context for effective social work practice. Whilst global definitions and international mobility are important, effective practice with individual, their families and their communities requires a proper understanding of their context.