

**Agenda Item 12**

**Enclosure 12**

**Health and Care Professions Council  
04 July 2019**

**Council development**

**For discussion**

**From Claire Amor, Secretary to Council**

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## Council development

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### Executive Summary

This paper outlines the results of the Council workshop survey and discussed other aspects of Council member development.

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Previous consideration	None.
Decision	The Council is asked to discuss the report; select the top three workshop priorities, given the current challenges facing HCPC; and confirm they would be content to use the online learning portal where appropriate.
Next steps	Workshop sessions have been added to the meeting calendar for 2020. Planning for the October Council development days is underway.
Strategic priority	Strategic priority 3: Ensure the organisation is fit for the future and able to anticipate and adapt to changes in the external environment.
Risk	Strategic Risk 5. Failure of leadership, governance or culture
Financial and resource implications	A financial saving is expected as a result of proposals for the October Council development days.
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## Council development

### **Council member workshop survey**

Members of Council responded to a brief survey on the benefits of Council workshop sessions and future planning for these. The following summarises the responses received.

### **Value of workshops**

#### *For members*

- Relationship building - informal co-working and exchange of ideas with the Executive and other members.
- Improving decision making – more informed individually and as a board.
- An opportunity to explore external perspectives.
- More in depth discussions than a formal agenda would allow for.

#### *For the HCPC*

- Space for exploration of long-term issues
- Enables Council to think strategically.
- Providing Executive with an early steer on Council member thinking on a particular issue.
- Sharing knowledge between Members and the Executive, building trust.

### **Previously well-received sessions**

- FTP improvement and timeliness data workshop
- Business and Strategic planning
- Facilitated sessions
- Strategic risk
- Information Governance

### **Suggested areas for future workshop focus**

#### *Strategy*

- Strategic priorities refresh
- HCPC's public profile
- Future of Regulation
- Organisational responsiveness
- Financial sustainability
- Digital strategy
- Risk appetite

#### *Stakeholders*

- Cross sector working and collaboration
- PSA standards and expectations
- Prevention agenda
- International regulation

### *Policy*

- New professions – criteria for recommending regulation
- Advanced professional practice
- Overview of the HCPC's standards
- Sector quality / governance systems
- Data and intelligence
- Review of the education quality assurance model

### *Other*

- Board effectiveness review

Proposed topics will inform the planning of future sessions.

The majority of respondents preferred sessions to be held the afternoon before a morning Council meeting, at a frequency of three sessions a year. This has been reflected in meeting schedule for 2020 Council and Committee dates, which is to note later on the meeting agenda.

### **Online learning**

Some of the suggested development topics could be effectively delivered through the HCPC's learning and development portal, currently in use for Employees and Partners. Council member access and use of this system will be explored with the HR team with an aim of complementing the face to face workshop sessions.

### **October Council awayday**

The HCPC intended to hold a stakeholder forum in Wales in September 2019, which would include participation from some members of Council. However, considering the need to minimise expenditure where possible, it is proposed that the Council event be held in the HCPC's offices this year.

It is anticipated that the event will start in the early afternoon of the 23 October with a session with the SMT on board dynamics using the previously discussed Facet 5 methodology. This will be followed by a Council and SMT dinner. A Council meeting and additional workshop activity to be determined will be held on 24 October.

In preparation for the Facet 5 session members will be asked to undertake a personal profile which includes a full debrief session with a practitioner. This will be arranged for September 2019.