

Council, 21 May 2020

Matters arising

Introduction

Below is the actions list as agreed at the public meetings of the Council held on 25 March 2020 and 4 December 2019

	Action point (and location in minutes)	Action for	Comment
Wednesday 25 March 2020			
	Item 8.i 20/31 Covid-19 response		
1.	The Council requested that the online information hub include advice for service users and employers considering raising FtP concerns during the pandemic period. (8.i.5)	Executive	Complete.
	Item 8.ii. 20/32 Chief Executive's performance report		
2.	The Council requested a three-year projection for FtP caseload sustainability with scenario analysis to account for increasing caseloads and other factors that may impact on progression. The Executive agreed to provide this analysis.(8.ii.8)	Director of Business Improvement	We will re-address this when we understand the full impact of COVID-19.
	Item 9. 20/33 Finance Update		
3.	The Council agreed that the Chair of the Audit Committee and Audit Committee member Gavin Scott would work with the Executive to make a recommendation to the wider Audit Committee on a revised Reserves Policy. For this reason, the Council did not consider the revised Reserves Policy. (9.3)	Director of Finance	Included on the agenda under finance update.
	Item 10. 20/34 HCPC Registration Fees proposals		
4.	The Executive noted that applying any variable fees for certain groups had been considered in the past and had proved costly and cumbersome to administer. Any unintended consequences required consideration and financial and resource	Executive	Response provided below.

	impact assessment. The Executive agreed to consider this matter, in light of the impact assessment undertaken in 2019, to identify any response to this issue for consistency. The Executive would return to the Council with a considered position.(10.6)		
<p>In the 2018 consultation on our proposed registration fee increase, we asked respondents if they felt there were any aspects of our proposals which could result in equality and diversity implications. In the summary of responses, 55% of respondents said no, 16% said yes and 30% were unsure with age, disability, pregnancy, maternity & paternity, sex and poverty being cited.</p> <p>In the equality impact assessment we undertook, we explored how the increase in the readmission fee may impact individuals. This included those taking a career break, those who have inadvertently come off the Register because they did not renew, and potentially those taking maternity or paternity leave. We reviewed the House of Commons Women and Equalities Committee report entitled 'Fathers and the workplace' (March 2018) which indicated that take-up for shared leave remains low, at under 10 percent. Therefore, if registrants come off the Register during periods of maternity or paternity leave, there may be an impact on women through raising the readmission fee. However, we cannot accurately assess this as we do not record the numbers of registrants who leave the Register during this time compared with those who remain registered for these reasons. In our impact assessment, we proposed to develop our understanding of this issue through the review of our returning to practice processes and guidance. This will commence in Q4 2020-21.</p>			
Wednesday 4 December 2019			
	Item 8.19/177 Chief Executive's organisational performance report		
5.	The Council agreed that KPIs required review for ongoing suitability. (8.3)	Interim Chief Executive	A review of KPIs is part of the ongoing change plan performance metrics strand.

Decision

The Council is requested to note the actions. No decision is required.

Background information

Public Minutes of the Council meetings held on 25 March 2020 and 4 December 2019

Resource and Financial implications

None

Date of paper

12 May 2020