

## Chair's Report – February 2021

### **1. Purpose of Report**

To update Council about the Chair's activity and developments on HCPC issues and to give colleagues an opportunity to update Council on projects and initiatives referenced herein.

### **2. COVID-19**

Council's desire to embrace the digital and operational gains of the pandemic period in HCPC's future organisation, have been translated into a series of options that are supported by evidence and detailed workings. These are presented for discussion at February Council.

### **3. A Culture of Learning**

The appointment of not one, but two, Council Apprentices, will be a great boost to our perspective and insights. Pam and Nicola are already well engaged in the induction programme, meeting with Council and SMT members, as well as the HCPC Employee Forum Chair to learn more about the many facets of the HCPC's work..

We are striving, through appointments, to enrich representation and diversity in all senses, throughout HCPC. I was disappointed that a recent PSA consultation did not result in a change of the Authority's policy on redaction. The consequence is a limitation on what we can achieve through positive action.

We were fortunate to have a very strong field of applicants for the apprenticeship, but we were limited by the number of opportunities we could provide. However, I have since engaged with one of these excellent candidates (a physiotherapist) to listen to their insightful thoughts on how the HCPC can improve its FtP processes and build links with future and student practitioners. I shall be briefing SMT members so they can consider what may best support our learning and engagement approaches.

As we have agreed at Council, to develop an effective regulatory culture that protects the public, we must create a virtuous circle that involves applying what is learned from engaging with registrants and service users.

### **4. Communications**

My engagement programme continues to be active, embracing social media, and face to face meetings that reached out to the whole of the UK. Topics continue to

include regulatory reform, workforce, wellbeing, safeguarding, coronavirus planning, plus the vaccine rollout. The Chief Executive and I are working with Luther Pendragon, our advisers, on plans to showcase sector best practice and innovation.

## **5. System mutual support**

At the invitation of leaders in Scotland, NI and Wales, the CEO and I are meeting operational leaders in healthcare to identify how HCPC can better signpost information across the system, and offer support where applicable, for instance by being involved at an early stage in working parties.

As larger regulators, actively involved in the Covid response, I am pleased that the HCPC, GMC and NMC continue to meet on a regular basis to share intelligence and reflections on topical issues.

I pleased to report that the appointments process I chaired for the General Optical Council has concluded with the announcement on February 9, that Anne Wright has become its Chair, I look forward to working with Anne and welcoming her into the Regulators Chairs and Chief Executives Steering Group.

## **Strategy and Policy**

### **5.1. Strategy**

With the strategy's successful rollout, the focus has now shifted to making it a reality, aligned to the priorities agreed by Council. As part of our private agenda we will discuss the priorities for the HCPC in year one of the strategy period.

### **5.2. Change Plan**

I met Pelham Allen to discuss his year-end review, and this is being circulated to the Remuneration Committee to support their annual assurance on the performance of the SMT and Chief Executive. Without in any sense diminishing the huge steps forward in HCPC's digital literacy, the pandemic has in one sense, compelled us (any many others) to a position that should be 'business as usual'. The real differentiators will be in the changes that happens from hereon in; especially in respect of culture, sustained excellent FtP performance, and use of intelligent data.

### **5.3. Proposed Fee Increase**

I can confidently say that HCPC has done everything within its power to make the proposed fee rise possible. If the assurances we have received from all the key players bear fruit before purdah and elections, the rise should be a reality from July 2021. We have begun work (regulatory reform notwithstanding) on a strategy for the next rise, on the basis of a modest, affordable, incremental increase. The delay in receiving the reduced increase has adversely impacted HCPC's finances. Whilst we have continued to

perform our regulatory duties, the improvements for registrants' experience of their regulator, and enhanced measures to keep patients safe, have been delayed.

#### **5.4. Risk Appetite**

Following our risk appetite workshop a revised risk appetite statement is presented at this meeting for approval. The first application of the refreshed 'appetite' will be Council's views on the Estates proposals. A new set of Strategic Risks will be presented to the Council at its March meeting for adoption following Audit and Risk Assurance Committee consultation.

### **6. Succession Planning**

#### **6.1. Committees**

The refreshed committees are now up and running. Especial thanks to our Senior Council Member and Head of Governance for their sterling work.

#### **6.2. Appointments**

We will begin the appointments process for new members around June this year, a paper will come the Council ahead of this to approve the launch of the campaign.

### **7. Sector news**

I had a constructive and wide-ranging discussion with Karen Cox, Acting Chair of the NMC. Regrettably, Philip Graf has decided for health reasons to step down, and a recruitment process is underway.

Caroline Corby has been appointed as the PSA's new Chair and started at the beginning of February. We have exchanged letters and plan to meet.

### **8. Chair's meetings**

*Regular internal meetings, such as weekly catch up with CEO, are not listed.*

Date	Meeting
December 1	Chief AHP, England & Wales
December 2	<ul style="list-style-type: none"><li>- Behavioural science briefing</li><li>- Robin Swann, Health Minister, Northern Ireland (NI)</li><li>- Council workshop (advanced practice)</li></ul>
December 3	Council
December 7	<ul style="list-style-type: none"><li>- Pelham Allen</li><li>- HCPC Registrant (re: improving FtP)</li></ul>
December 11	<ul style="list-style-type: none"><li>- Tender evaluation training</li></ul>

	<ul style="list-style-type: none"> <li>- PSA (Programme Board set up et al)</li> </ul>
December 14	<ul style="list-style-type: none"> <li>- Donald Cameron, MSP</li> <li>- Lee McDonough, Director General, Acute Care &amp; Workforce, DHSC</li> </ul>
January 6 (2021)	Chair RCGP
January 7	Council Apprentice interviews
January 11	<ul style="list-style-type: none"> <li>- Chief AHP, England &amp; Wales</li> <li>- FtP Accelerated Improvement Programme Board planning</li> </ul>
January 13	Chief Pharmaceutical Officer, Wales
January 14	<ul style="list-style-type: none"> <li>- Bradford University Advanced Practice findings</li> <li>- FtP Accelerated Improvement Programme Board</li> </ul>
January 18	<ul style="list-style-type: none"> <li>- Stakeholder programme plan</li> <li>- NHS England &amp; Improvement (discussion on mental health and wellbeing)</li> </ul>
January 20	Procurement moderation (legal services)
January 21	<ul style="list-style-type: none"> <li>- ICT public sector summit</li> <li>- Stephen Hay, PWC</li> </ul>
January 25	<ul style="list-style-type: none"> <li>- Legal services procurement interviews</li> <li>- Donald Campbell, MSP</li> </ul>
January 27	<ul style="list-style-type: none"> <li>- ESG webinar</li> <li>- Doing more with less, for student credentials</li> </ul>
January 28	Council workshop (finance)
February 1	PSA Acting Chair & CEO
February 2	Stephen Hay, PWC
February 8	<ul style="list-style-type: none"> <li>- Chief AHP &amp; colleagues, Wales</li> <li>- Council Apprentices</li> </ul>
February 9	<ul style="list-style-type: none"> <li>- Regulatory reform (planning)</li> <li>- Jodie Bryant, Birmingham City University (enhancing students' understanding of HCPC; FtP)</li> </ul>