
Chair's Report – 30 January 2025

1. Purpose of Report

To flag developments at the HCPC from the Chair's perspective and to update on activities of note.

2. Highlights

It is still, just, January, so may I wish a happy new year to anyone I have not seen or spoken with since the 2024 year end.

Welcome to new Council members-elect and Council Apprentices

The period since the last Council meeting has been, for Senior Council Member, David Stirling, leadership and governance consultant, Yasir Samir (our independent panel member), Head of Governance, Karen Flaherty, Geraldine Kinkead-Richards and Jordan McKenna, Council Apprentices, (participating in the Council Apprentice shortlisting) and me, a story of intensive recruitment. Were we expecting to have six new joiners? Not quite, but the combination of expected and unexpected departures (Professor Steven Vaughan to a new academic post in Australia, for example) produced an urgent need.

We were gifted a wonderful array of candidates, including what is probably the strongest field of lay applicants interested in joining the HCPC to date. I asked Yasir Samir, when interviewing Council members last year, to try to bottle what we do well and distil it to learn from as we bring together the current Council and through our Council effectiveness review (more on which below).

No praise is too extravagant for the preparatory work done by Karen Flaherty, who shifted, sifted and organised reams of electronic documents, supported by Fran Bramley and Daniela Dollinger in our Communications team and feedback from the PSA to assure our processes.

The good news is, it was amply worth the effort and I and we look forward to drawing on the intelligence, skills, talents and energies of all our new members (some of whom will observe the meeting until appointment confirmation is obtained).

A hugely warm welcome!

Farewells

Greeting our new Council Apprentices inevitably means the departure of our excellent current ones, Jordan and Geraldine. Their contributions at the Council table and away from it have brought us fresh information and insights and have visibly enriched our debate. The individual and diverse lenses they bring to the HCPC are

invaluable and as they join our growing group of alumni, I thank them warmly on all our behalf and look forward to staying in touch.

Council effectiveness review

Following an introductory seminar related to our Council effectiveness and development work in October 2024. Yasir Samir, who together with governance colleagues is leading the review and planning for us, has been interviewing Council and Executive Leadership Team members and also gathering data through focus groups with those HCPC colleagues who have more regular contact with Council members through their work with the Council and Council committees.

Committee chairing and members

As the Council will hear, with the advent of new Council members and Council Apprentices and the departure of longstanding colleagues, comes the opportunity for refreshing our committee portfolios. Subject of course to the Council's consideration, there are some quite immediate short-term changes and the total composition of Council committees will be finalised over the next few weeks, once Privy Council approval is confirmed for proposed appointees.

Innovation competition

2025 will see the launch of our round two innovation competition. We all learned from the experience and will use feedback from those who did – and did not – participate to design the next iteration.

Let's Talk with Chair session

My rolling programme of meetings re-starts on 18 February 2025, and I hope to have several more over the coming months. During the conversations, I hear from four HCPC colleagues, mostly early on in their careers, about their journey into the HCPC and experiences since. My guests shape the agenda. I listen, absorb and bring the learning to my Council work.

Rollout of 'consent' principles

Our first Chairs, patient safety representatives and stakeholder group meeting of 2025 takes place mid-February. We will focus on how best to ensure that patients are aware of the 'consent' principles and what they mean in practice. We will also consider the important implications of the [Patient Safety Principles](#) developed by the Patient Safety Commissioner.

3. Stakeholders and colleagues

During the period, I met colleagues and stakeholders including:

Sir David Warren, Chair, Nursing and Midwifery Council

Interviewees for HCPC Council member and Council Apprentice roles who interact with HCPC as registrants, and sometimes as partners or members of HCPC forums.

Yasir Samir (Council effectiveness review meeting).

Geraldine Kinkead-Richards and Jordan McKenna, Council Apprentices, for an end of scheme reflection

4. Regulation of NHS managers

A trio of Council members plus I talked through with executive leads and the Chief Executive how our response to the Government's consultation could and should be shaped. This will be coming in draft form to the Council, initially as a discussion paper.

5. Corporate planning and strategy

The Executive Leadership Team has embarked on a corporate planning refresh in preparation for 2025-26. Looking ahead, we will be thinking about how best to work together as an executive and non-executive team on the next five-year strategy for the HCPC.

6. Fee increases for registrants

There is no known change in ongoing parliamentary processes for the HCPC's proposed smaller incremental fee rise. The statutory instrument bringing the fee rise into effect will be presented to the Council at its meeting in January 2025 for approval.