
Chair's Report – 26 March 2026

1. Purpose of Report

For those of you who are new to this report, its purpose is to flag developments at the HCPC from the Chair's perspective and to update on activities of note.

2. Highlights

Professional Bodies Forum (in-person), 4 March

For some while now, the HCPC has convened a gathering of professional body leaders from the professions that we regulate. I attended the most recent meeting and indeed chaired it. A model of action learning.

How pleasing it was to see the Forum model the very behaviour with which allied health professionals are 'wired': collaboration. Our near-370,000 registrants will be the backbone of the Government's 10-year plan and, I would argue, have more lived experience and knowledge of making multi-professional teams work than any other segment of the health and care system.

Stephanie Tempest, our HCPC Clinical Fellow, gave a fascinating, data-informed presentation about advanced practice. Our registrants are fully formed, autonomous professionals when they join the Register and the workforce. And the way the HCPC regulates means outcomes-focused, principles-based, and adaptable. So, no need to layer on bureaucracy as professionals advance in the scope of their practice. Regulated and staying regulated throughout their career development. HCPC regulation, despite our antiquated legislation, is designed to enable and to keep up, empowering clinical scientists and allied health professionals to practise safely from the outset.

The attendees were leaders of their professions and professionals. They helped shape the agenda, give the presentations and enrich the ensuing discussions. The HCPC truly values these relationships and acts on what we learn.

I was also grateful to HCPC colleagues, especially Adam Haxell for his organisation before and during the meeting, Andrew (Andy) Smith for contributing and providing in-house expertise, Stephanie Tempest (see earlier) and the ever-popular Dr Gareth Davies, with his show-stopping data intelligence.

Independent Adviser to Council, Technology-Led Innovation

Dr Iain McGregor has begun his advisory work with a round of introductory sessions, during which he is seeking to understand organisational pain points and help identify the game-changing innovations that would most enhance our performance.

Council Apprentices

Our two new Council Apprentices, Dabbi Taylor and Grzegorz Drozdz, have begun their term with us. Following consultation with then current and previous apprentices, Council agreed to extend apprentices' terms from 12 to 15 months. This will be evaluated as we learn from their experiences.

On 19 February, Dabbi Taylor and I had a start of scheme conversation.

Conversations with Christine, 24 February

I had the pleasure of meeting: Alex Megone (Registration Advisor), Miriam Uzoma (Case Manager) and Michael Charbonneau (Partner Officer). For me, these conversations amplify the power of listening. I do not shape the discussion or the questions from participants. My organisational understanding is always enriched, and I get a better sense of where the HCPC is doing well and how it can improve. My thanks to everyone who shared their knowledge and perspectives.

3. Council and Committees

Chairs Quarterly Meeting 18 March

Committee Chairs, the Council Senior Independent Member and I convene quarterly to check that we are 'joining the dots' between the work of our committees which consider matters of audit and risk, education and training and performance, resources and remuneration.

At our previous meeting, among the topics we discussed were the fitness to practise legal services tender, the Gillies report on the Investigation into financial oversight and decision making at the University of Dundee, data, technology and system partnerships, registration appeals, stakeholder feedback and resulting action and the emerging HCPC vision and mission.

Our 18 March meeting will reflect on the PSA Standards review and sexual misconduct in registrant professions, in addition to our usual committee work overview.

Changes to Committee membership

With sadness and gratitude for her immense service, I share the news that Council member Lianne Patterson will be standing down at the end of her first term, the end of this year. Lianne has caring responsibilities and as she is based in Northern Ireland, it becomes difficult to spend time away on face-to-face meetings.

Lianne is a superb Chair of our Audit and Risk Assurance Committee, as well as a most excellent board member. More anon (and we will be recruiting for a replacement with accountancy qualifications) but for now, we have the benefit of many months ahead with Lianne's participation.

4. Speaking engagements

Cityforum Event and Dinner, 4 March

I chaired an evening debate – with extensive audience engagement – featuring a strategic communications leader and two serving senior police officers. The topic was public contact between a service and its users. While the sector was specific, the lessons were to a large extent, universal. Public confidence is based on trust, which is hard won and easy to lose.

5. Stakeholders and colleagues

Internal

Remuneration Committee, 26 February

At the Committee's request, I attended its meeting to contribute my views on senior executive pay.

External

Lord Lansley

I met Lord Lansley to talk about the role of HCPC registrants in the workforce, notably in the context of the 10-year plan.

All-Party Parliamentary Group (APGG) on Allied Health Professionals, 2 March

The APPG has been founded to amplify the voice of the allied health professions. The HCPC has been supporting, with the secretariat provided by the Chartered Society of Physiotherapy.

Permanent Secretary, Samantha Jones, Department of Health and Social Care (DHSC), 16 February

We had a focused agenda covering opportunities, risks, allied health professionals and clinical scientists' role in the health and care system, HCPC system contributions, when I met the Permanent Secretary, along with Chief Executive Bernie O'Reilly.

Phil Harper, DHSC, 24 February

Points covered in a regular update meeting were: NHS managers, the Mann review and its impact on the timing of regulatory reform, the HCPC's routine fees review and the HCPC corporate strategy (ensuring we have any departmental feedback on NHS managers in particular).

Independent Review of Social Work Regulation- Alice Chicken (Secretariat Lead) and Christine Elliott (Chair HCPC), 3 March

Having arrived at the HCPC after the decision had been taken by the then Government (Department for Education) to remove social workers from the HCPC Register and place them with a new regulator, Social Work England, I have distinct memory of aspects of the handover process. I was pleased to share these with the secretariat lead, together with reflections on effective regulation, as part of the independent review's investigation.

PSA Chair and CEO Catch Up, 5 March

An important regular touch point with the PSA's senior leadership. We discussed the HCPC's new corporate plan and while the PSA does not actively endorse or approve, they had found nothing problematic and recognised it was building on what had gone before. The PSA has recently published manifestos for the Scottish and Welsh elections, their point around mechanisms for learning from previous inquiries is timely and we referenced maternity care inquiries in particular.

The PSA is advocating for a consistent approach to cosmetic procedures across professions and countries. I flagged the feedback we had gathered from our professional bodies' forum. I noted the s.29 conference which the PSA is planning for May and its new standards coming into force on 19 March.

We mutually updated on the Mann review (antisemitism), NHS manager regulation, CPD Week and the new PSA standards coming into force on 19 March.

Future meetings and events include:

NHS Practitioner Group on domestic abuse

I have been invited to join this group, which meets imminently.

Senior Council Member

GOC and HCPC Chair catch-up meeting

Grzegorz Drozd, start of apprenticeship conversation

Stuart Andrew MP

Lord Hunt