

# Item 01e

Council  
21 May 2026

Public Matters Arising



The actions as agreed at the previous public meetings of the Council are set out below. The Council is requested to note the responses to the actions.

Action no	Date of meeting	Agenda item	Action	Lead	Date due	Response	Status
32	4 December 2025	Fitness to Practise equality, diversity and inclusion (EDI) supplementary report	The Head of Insight and Analytics would seek to incorporate the Council's feedback in the next FTP EDI supplementary report due to be published in 2027.	Head of Insight and Analytics	03/12/2026	The Council's feedback will be incorporated when the next FTP EDI supplementary report is developed for the Council meeting in December 2026.	Not yet due
42	26 March 2026	Chief Executive's Performance Report	Further consideration of how the HCPC could respond to systemic workforce pressures within the NHS would be shared with the Council at a future meeting.	Executive Leadership Team		Please see attached word document.	Propose closed
43	26 March 2026	Corporate Plan 2026-27	The Executive Director of Education, Registration and Regulatory Standards would share the link to the HCPC data hub with Council members.	Executive Director of Education, Registration and Regulatory Standards		This link has been shared in the email to Council members with meeting papers.	Propose closed
44	26 March 2026	Corporate Plan 2026-27	The corporate plan would be updated to incorporate the Council's feedback prior to publication.	Executive Director of Corporate Affairs		The corporate plan has been updated and will be published alongside the Corporate Strategy due to be laid in parliament on 14 May.	Propose closed
45	26 March 2026	Update on Council effectiveness review 2025	The Head of Governance would schedule a Council development session to consider learning from other boards, including non-executive networks.	Head of Governance		A survey has been sent around to Council members to gather information that will inform a development session, which will be scheduled for later in the year.	Open

Workforce pressures are well documented and reported. As a professional healthcare regulator we are not the regulator for the system and how services are designed and staffed and therefore do not have direct regulatory levers to pull in terms of workforce pressures. However, as the regulator for 15 professions and c365,000 registered professionals in the UK we do have influence. We exert this influence in a variety of ways including:

- **HCPC's data hub:** the HCPC is in the privileged position of holding data on c365,000 registrants. Our data hub and related insights work are tools we hope those responsible for workforce and service design use. This not only provides data on the numbers of professionals, our retention analysis reports also provide insights into how long registrants stay on our register depending on different characteristics (including route of registration) and that can provide valuable insights for workforce planners. We are also about to publish new material on our data hub which will further assist workforce planning – it will provide insights into the conversion rates of those on HCPC approved education programmes who go on to join our Register.
- **Employment status:** We are undertaking work (including engagement with professional bodies and others) to improve how we capture data about where registrants are working. As outlined in previous CEO reports we are also working with the NHS to see if we can link our data with the NHS employer records to get a much better understanding of where our registrants are working. This will help improve this data set and what is available on the data hub.
- **Policy maker engagement:** We are proactively raising awareness of the tools we have available (e.g. the data hub). For example, this was a focus of a Westminster Parliamentary event held in November 2025 and a briefing shared with a wide range of Parliamentarians. The Chair has also recently contributed to an All-Party Parliamentary Group for AHPs roundtable discussion, provided oral evidence to a Higher Education Commission inquiry into workforce planning and met with the Director of Strategy and Policy for workforce planning at NHSE on the 10 year workforce plan (for England). We have received direct recognition from two Ministers for Health and Social Care over the last 12 months who have written to us to recognise our leadership on workforce data and its contribution to policy decisions.

- **Collaboration and convening:** We continue to promote our work in this area with Parliamentarians, professional bodies, Chief Allied Health Officers, unions, and government officials as part of our ongoing engagement. We have also sought to take a convening role to allow discussions between different professions on key workforce issues that sit beyond our statutory remit via our Professional Body Forum.
- **Impact of workforce pressures:** We take context into account when fitness to practise concerns are reported to us. We have proactively sought to explain this in recent years through our contribution to joint letters to the workforce which acknowledge winter pressures.