Item 01e

Council
24 September 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 (FTP) 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. Further update: the proposed feedback has been noted and will be considered as part of future reporting developments. However, a supplementary report will not be produced in 2027 as this reporting mechanism is being replaced by a dashboard. While efforts will be made to reflect the feedback where appropriate, it may not be possible to incorporate it in the same level of detail or format that would have been feasible within a written report.	Not yet due
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	21/01/2027	A survey was sent around to Council members to gather information that will inform a development session, which has been scheduled for 21 January 2027 via teams. Action completed.	Propose closed
47	21 May 2026	Chief Executive's Performance Report	The Executive Director of Fitness to Practise and Tribunal Services would include key themes and learning points from PSA appeals into the FTP report to Council.	Executive Director of Fitness to Practise and Tribunal Services	03/12/2026	An update will be provided on the themes of PSA learning points received during the year, and Decision Review Group consideration of these, at the end of the year. This will be brought to the Council annually going forward to ensure we can identify themes and trends from the relatively small number of learning points we receive each month.	Not yet due
52	21 May 2026	Annual equality, diversity and inclusion (EDI) update	The Governance team would arrange a Council workshop for a focused discussion on the development and positioning of the EDI strategy.	Head of Governance	21/01/2027	This has been scheduled to take place on 21 January 2027 via teams. Action completed.	Propose closed
53	21 May 2026	Annual equality, diversity and inclusion (EDI) update	The EDI Strategic Lead would include a focus on the impact of all the different actions taken to date by the HCPC to reduce inequalities as part of the workshop plans.	EDI Strategic Lead	21/01/2027	The upcoming workshop with Council has been scheduled for 21 January 2027, and will include an opportunity to discuss the most appropriate measures of impact of actions undertaken.	Not yet due
54	16 July 2026	Finance Report	The Finance team would provide further clarification on how the vacancy factor was reflected within the budget and how this reconciled to the variance reported against the Chief Executive budget line.	Executive Director of Resources/Financial Planning and Analysis Manager	24/09/2026	The YTD overspend against the CEO cost centre is a technical consequence of how payroll costs and savings are allocated across the organisation. The overall HCPC budget includes a vacancy factor amount to allow for the likelihood that vacancies will be filled more slowly than planned. This vacancy factor is held in the CEO cost centre as it reflects an organisation-wide assumption. When actual YTD underspends resulting from unfilled vacancies occur, that underspend is allocated to the relevant department, to ensure transparency and financial control, with an offsetting adjustment to the centrally held vacancy factor. This offsetting adjustment results in a technical overspend against the CEO cost centre, but the correct allocation of savings to departmental budget. There is no material overspend against the core costs that are managed within the CEO cost centre (CEO Office payroll and associated costs and the PSA levy), other than a small £5k variance for timing reasons. Going forward, for transparency we will show the core CEO cost centre and the vacancy factor separately. To note, this response is based on the finance report submitted to the Council meeting in July 2026. Action completed.	Propose closed
55	16 July 2026	People strategy	The people strategy would be amended to reflect the Council's feedback prior to publication.	Head of HR	27/07/2026	The people strategy was amended to reflect Council's feedback and has now been published. Action completed.	Propose closed
56	16 July 2026	Communications strategy update	The Executive would consider opportunities for future reporting to the Council on patient and public engagement arrangements, including development of the proposed patient panel.	Head of Communications, Engagement and Public Affairs	03/12/2026	A paper will be submitted to the Council meeting in December 2026 for the Council's consideration.	Not yet due
57	16 July 2026	Strategic risk register review	The Executive Director of Corporate Affairs would consider how future iterations of the strategic risk register could more clearly distinguish between strategic risks and risks which have crystallised into operational issues.	Executive Director of Corporate Affairs	24/09/2026	Strategic risks will be clearly labelled when they are added to the register. Action completed.	Propose closed
58	16 July 2026	Strategic risk register review	The Executive Director of Corporate Affairs would review the presentation of PSA-related strategic risks to ensure that they focused on organisational and public protection impacts rather than the achievement of PSA standards.	Executive Director of Corporate Affairs	24/09/2026	This action has been completed.	Propose closed
59	16 July 2026	Key performance indicators review	The People and Resources Committee (PRC) would finalise the remaining elements of the KPI framework relating to workforce metrics and any further refinements to measures relating to stakeholder trust and experience, prior to implementation.	Head of Governance	10/09/2026	At its meeting on 10 September 2026, the PRC approved a workforce resilience KPI based on the percentage of budgeted posts filled and agreed that no stakeholder trust and confidence KPI should be adopted at this stage. The Executive Director of Corporate Affairs will keep under review potential approaches to measuring stakeholder trust and confidence and will bring forward proposals to the Council in due course.	Propose closed