

Education and Training Committee, 3 September 2012

Annotation of the Register – qualifications in podiatric surgery

Executive summary and recommendations

Introduction

We have powers to annotate the Register. The Education and Training Committee and Council agreed that we should annotate the Certificate of Completion in Podiatric Surgical Training on our Register (and equivalent qualification in Scotland).

This paper sets out a timetable for implementing that decision and asks the Committee to agree a few key decisions.

Decision

The Committee is invited to discuss the paper and agree the decisions set out in paragraph 3.1.

Background information

The Committee last considered a paper on this topic at its meeting in June 2012: <http://www.hpc-uk.org/aboutus/committees/archive/index.asp?id=616> (enclosure 9).

Resource implications

The resource implications of the decision to annotate the Register include work to set the standards, approve the programme and any amendments to our registration databases. The resource implications will be accounted for in relevant departmental workplans for 2013-2014 and 2014-2015 as appropriate.

Financial implications

The financial implications include the costs associated with consulting on standards as well as any technology changes. The financial implications will be accounted for in relevant departmental budgets for 2013-2014 and 2014-2015 as appropriate.

Appendices

None

Date of paper

3 September 2012

Annotation of the Register – qualifications linked to practice in podiatric surgery¹

1. Introduction

- 1.1 At their meetings in March and May respectively, the Education and Training Committee and Council agreed that we should annotate the Register with the qualification in podiatric surgery. The qualification is currently the Certificate of Completion in Podiatric Surgical Training, although work is taking place in Scotland to develop a qualification delivering training in podiatric surgery practice as well.
- 1.2 This paper sets out a timetable for implementing that decision and asks the Committee to agree a few key decisions.

About podiatric surgery training

- 1.3 A person normally qualifies as a podiatric surgeon by undertaking the following training:
- HCPC approved pre-registration bachelors degree leading to HCPC registration as a chiropodist / podiatrist.
 - A masters level programme in the theory of podiatric surgery.
 - A minimum of two years surgery training following completion of the masters level programme in the theory of podiatric surgery.
- 1.4 Successful completion of the training leads to fellowship of the Society of Chiropodists and Podiatrists Faculty of Podiatric Surgery. Employers usually require this qualification for employment in positions as a podiatric surgeon. In the NHS, they would be employed as specialist registrars in podiatric surgery. These posts usually last for three years and allow the podiatric surgeon to develop their skills and experience.
- 1.5 At the end of the 3 years, the podiatric surgeon submits information to the Faculty of Podiatric surgery for the award of the Certificate of Completion in Podiatric Surgical Training (CCPST). Completion of the qualification means that the podiatric surgeon can apply for consultant posts (although some consultant podiatric surgeons will not have this qualification).
- 1.6 The Committee and Council have agreed that we should annotate the Certificate of Completion in Podiatric Surgical Training (CCPST) and we will also annotate the qualification in Scotland.

¹ This paper uses the title 'podiatric surgeon' as that is the title used within the qualification. It is recognised that there are ongoing discussions about the title.

2. Timetable for implementation

Stakeholders

- 2.1 It is important that we involve stakeholders in our work, including:
- The Society of Chiropractors and Podiatrists (including the Faculty of Podiatric Surgery, College of Podiatrists)
 - The Royal College of Surgeons of England
 - The Royal College of Surgeons of Edinburgh
 - The Departments of Health (across the UK)
 - Employers and service providers
 - Patient and service user groups
- 2.2 This list is not designed to be exhaustive and the Executive will involve other stakeholders as appropriate.
- 2.3 NHS Education for Scotland has established a project board looking to develop podiatric surgery education within Scotland. The Executive are members of the project board so that we can take account of developments in Scotland appropriately.

Approach to setting standards

- 2.4 The Health and Social Work Professions Order 2001 gives us the powers to set the standards of education and training for qualifications we annotate on the Register but does not give us express powers to produce standards of proficiency for post-registration qualifications.
- 2.5 However, the standards of education and training are described in the Order as the standards necessary to achieve the standards of proficiency which the Council has set. Therefore, although the legislation does not give express powers to produce standards of proficiency for post-registration qualifications, the definition of standards of education and training means that we can produce the equivalent of standards of proficiency for post-registration qualifications.
- 2.6 The Executive suggests that a practical solution to this issue would be to produce standards of education and training and standards of proficiency for post-registration qualifications which can sit within a single, stand alone document.
- 2.7 The Executive will draw on existing standards and frameworks, including the documents produced by the Society, as well as the work by NHS Education for Scotland, to prepare the standards for podiatric surgery. The Executive will work with relevant stakeholders, including those listed in paragraph 2.1 above, to prepare the draft standards.
- 2.8 Stakeholder engagement is essential to make sure that the standards we set are appropriate. The Executive, supported by the Chair, has already begun to meet with key stakeholders in the field on this issue. These meetings will continue

during the process of drafting standards. In addition, the Executive proposes to hold a one-day meeting to bring together stakeholders to talk about the draft standards and seek their feedback before public consultation.

Changes to Net Regulate

- 2.9 Each year we plan a number of changes to Net Regulate, our registration system. One of the changes for implementation in 2012-2013 is to give us the ability to record annotations on Net Regulate without needing to commission our external IT suppliers to build each annotation separately.
- 2.10 This change will reduce the impact of the annotation on the organisation and particularly on the Registration and IT departments.

Process for annotation

- 2.11 The Executive is exploring ways of obtaining a list of those who have completed the CCPST and could therefore be annotated on the Register. This could include asking the Faculty of Podiatric Surgery to provide us with the information (subject to the Faculty obtaining the consent of those affected).
- 2.12 Once the process is up and running, we hope to be able to annotate the Register based on a pass list process, whereby the education provider gives us a list of those who have completed the CCPST or equivalent.

Proposed timetable

- 2.13 In order for us to annotate the Register, we must:
- set standards for the annotation;
 - approve the education programme(s) linked to the annotation;
 - amend our registrations process and system to allow us to record the annotation; and
 - communicate the annotation to stakeholders (including providing information on our website linked to the online Register).
- 2.14 The Executive is aware of a number of ongoing developments, which have implications for our work to annotate the Register. This includes the ongoing work in Scotland to develop training in podiatric surgery and ongoing discussions within England amongst key stakeholders on education, training and practice. Both of these developments could have implications for the standards we set and the programmes that we approve. It is important that we stay up to date with these developments.
- 2.15 Communications, including stakeholder engagement, will play an important part in the annotation process. This includes communication with stakeholders, such as employers and service user groups, as well as with the professional bodies linked to practice in this area.
- 2.16 The timetable must allow sufficient time for us to develop appropriate standards and take account of feedback we receive during the consultation. However, given continued interest in our work amongst stakeholders and the media, it is also important that we progress this work and annotate the Register as soon as

possible. Annotating the Register quickly will mean that employers and the public will be able to check whether a podiatrist practising podiatric surgery has completed the CCPST (or Scottish equivalent).

- 2.17 In the past, when we have regulated a new profession, the Committee has approved the education programmes delivering training for that profession and then visited those programmes once we regulate the particular profession. Whilst annotation of the Register is not analogous to the regulation of a new profession, the new professions approach could bring benefits.
- 2.18 Based on the draft timetable, it is unlikely that we would be able to approve the CCPST and Scottish equivalent before winter 2014. If we annotated the Register after that, it is unlikely that we could annotate the Register before early 2015. However, if we annotate the Register whilst undertaking programme approval, we could annotate the Register in spring 2014. This would mean that information would be in the public domain faster.
- 2.19 In light of this, the Executive suggests the following approach to annotation:
- work to draft the standards should start in winter 2012;
 - the HCPC should start work to approve the qualifications in podiatric surgery in spring 2014; and
 - that work to make the changes to our registration system and the online Register to allow us to annotate the Register should start in winter 2013.
- 2.20 A draft implementation timetable is set out below. In light of the ongoing developments outlined paragraph 2.10, this timetable may be subject to change.

| Activity | Timeframe |
|---|-----------------------|
| Draft standards | Winter – Spring 12/13 |
| Stakeholder meeting | Summer 2013 |
| Standards considered by ETC and Council | Summer 2013 |
| Consultation on standards | Summer – Autumn 2013 |
| Standards to ETC and Council | Winter 2013 |
| Standards published | Winter 13/14 |
| Enable changes made to NetRegulate to annotate CCPST and equivalent qualification in Scotland | Winter – Spring 13/14 |
| Changes to online Register and registration certificate to show annotation | Spring – Summer 2014 |
| Programme approval process | Spring – Autumn 2014 |
| Programmes approved | Winter 2014 |

3. Discussion

3.1 The Committee is invited to discuss the paper and agree that:

- the Executive should start work to prepare stand-alone standards linked to the annotation;
- the Executive should continue to engage with stakeholders and should hold a meeting with key stakeholders to discuss a draft of the standards;
- the Executive should follow the approach to managing the annotation process set out in paragraphs 2.11 – 2.12; and
- the Executive should follow the approach to annotation set out in paragraphs 2.17 – 2.19 above.