

Education and Training Committee

Minutes of the 61st meeting of the Education and Training Committee held as follows:

Date: Thursday 05 June 2014

Time: 10:30 am

Venue: The Council Chamber, Health and Care Professions Council, Park House,
184 Kennington Park Road, London SE11 4BU

Members: Joy Tweed (Chair)
Elaine Brookes
Mary Clark-Glass
John Donaghy
Sheila Drayton
Graham Towl

In attendance:

Claire Amor, Secretary to Committee
Nicole Casey, Policy Manager
Liz Craig, PA to the Director of Education
Selma Elgaziari, Policy Officer
Anna van der Gaag, Chair of Council
Abigail Gorringe, Director of Education
Michael Guthrie, Director of Policy and Standards
Jamie Hunt, Education Manager
Ben Potter, Education Manager
Edward Tynan, Policy Officer
James Wilson, Registration Manager

Public Agenda

Item 1 - Chair's welcome and introduction

- 1.1 The Chair welcomed the Committee and employees in attendance to the meeting. The Chair also welcomed observer Dr Wilfred Foxe from the College of Podiatry.

Item 2 - Apologies for absence

- 2.1 There were no apologies for absence.

Item 3 - Approval of agenda

- 3.1 The Committee approved the agenda.

Item 4 - Declaration of members' interests

- 4.1 Members had no interests to declare in connection with the items on the agenda.

Item 5 - Minutes of the meeting of 6 March 2014 (ETC 09/14)

- 5.1 The minutes were accepted as a correct record to be signed by the Chair.

Item 6 - CPD audit report 2011-13 (ETC 10/14)

- 6.1 The Committee received a paper for discussion/approval from the Executive
- 6.2 The Committee noted that the report reviews the audits for the fifteen professions who were audited between 2011 and 2013. It includes information about the audit process, statistics showing the outcomes of the audits and describes trends identified in the audits.
- 6.3 During discussions the following points were highlighted;
 - there were no significant differences between the CPD audit outcomes in different professions;
 - the rate of deferral was variable across the professions. The overall average was 9.9 per cent, which is a slight increase from the previous report which saw an average of nine per cent across the professions;
 - most professions have seen an improvement in the percentage of profiles that were accepted compared to previous audits; and
 - the quality of the CPD profiles is high and continues to improve with each round of audits.

- 6.4 The Committee discussed the target audience for the report. It was agreed that a summary of the findings should be included in the foreword of the report, to make the analysis conclusion more prominent.
- 6.5 The Committee discussed the sample size of the CPD audits. It was noted that the sample size was reduced from 5% to 2.5% in 2009 this change was in part informed by research carried out on the HCPC's behalf by the University of Reading. The Council agreed that the report should provide a brief explanation for the reduction in size and the findings of the research.

ACTION – Executive to amend the report as outlined in paragraphs 6.4 and 6.5.

- 6.6 The Committee agreed to recommend the report to Council for approval subject to minor editorial amendments and legal scrutiny.

Item 7 - CPD research (ETC 11/14)

- 7.1 The Committee received a paper for discussion/approval from the Executive.
- 7.2 The Committee noted that the aim of the research is to gather feedback on the existing CPD standards and process. It was noted that the outcomes of the research could inform any future changes to the HCPC CPD system.
- 7.3 During discussions the following points were highlighted;
- the research brief forms part of a wider programme of work exploring continuing fitness to practise;
 - the Department of Health has issued an invitation to tender for a research study which will look at the costs and benefits of the HCPC's approach to CPD standards and audits. The HCPC's own research project is complementary and will focus on registrant's experiences and perceptions of the process; and
 - it is currently intended that the final year progress report of research being undertaken by Durham University looking at measuring professionalism will be presented to the Education and Training Committee and Council in September.
- 7.4 The Committee discussed the research brief. It was agreed that an organisational CV would be requested as part of the tendering process.

ACTION – Executive to amend the brief to require an organisational CV.

- 7.5 The Committee approved the research brief subject to the amendments set out in paragraph 7.4.

Item 8 - Interprofessional education research (ETC 12/14)

- 8.1 The Committee received a paper for discussion/approval from the Executive.
- 8.2 The Committee noted that the standards of education and training are due to be reviewed. The Executive has identified interprofessional education (IPE) as a topic on which further consideration is required.
- 8.3 During discussions the following points were highlighted;
- IPE was debated when the standards were last reviewed, and was raised by participants at the recent ETC stakeholder event. General consensus was that a more positive requirement should be made;
 - the existing standard does not make a positive requirement that IPE must be included in all programmes; and
 - the Executive is seeking approval of the research brief in advance of a paper in September 2014 which will look at the review overall.
- 8.4 The Committee discussed IPE. It was agreed that the HCPC should not prescribe a set way of delivering IPE to education providers. The Committee agreed that the research could be a useful resource for education providers in approaching IPE.
- 8.5 The Committee discussed the literature review section of the research brief. It was agreed that the impact of IPE on students attaining the Standards of Proficiency should be added as an area for data collection.

ACTION – Executive to amend the brief as outlined in paragraph 8.5.

- 8.6 The Committee approved the research brief, subject to the amendments outlined in paragraph 8.5.

Item 9 - Annotation of the Register of Podiatrists practising podiatric surgery (ETC 13/14)

- 9.1 The Committee received a paper for discussion/approval from the Executive
- 9.2 The Committee noted that, at its meeting in March 2012 it agreed in principle to annotate qualifications in podiatric surgery on the HCPC Register. This decision was informed by the outcomes of a consultation held in 2010-2011 and substantial discussion by the Committee.
- 9.3 During discussions the following points were highlighted;
- following the Committee's decision, the Executive undertook work to develop draft standards for podiatric surgery, holding meetings with

relevant stakeholders. Meetings and correspondence with stakeholders have continued, but this work has not been substantially progressed;

- the HCPC does not have powers to protect a title or function linked to an annotation. This would require a change in legislation;
- the Committee has previously agreed that it would annotate at equivalent to the point of the award of the Certificate of Completion of Podiatric Surgery Training (CCPST), the point of autonomous practise;
- the Committee has previously agreed in principle that it would approve both the CCPST and the qualification being developed by NHS Education for Scotland;
- some stakeholders are concerned about the use of this term surgeon by those who are not qualified medical doctors. In June and July 2013, the Committee agreed that the annotation, once implemented, should be described as 'podiatric surgery'; and
- as annotation relates to an existing profession, rather than to the regulation of a new profession, grandparenting does not apply.

9.4 The Committee discussed the options put forward in the paper for progressing the annotation. The Committee agreed that it would proceed with public consultation on the standards for podiatric surgery. The Committee also agreed that it would require a training programme to be visited and assessed against the standards before deciding on the annotation of existing or newly qualified practitioners from that training programme. It was noted that this would delay the annotation, but the Committee agreed this was necessary for ensuring public protection.

9.5 The Committee noted that a draft consultation document, draft standards for consultation and an indicative timetable for the rest of this project would be presented at its next meeting on 11 September 2014.

9.6 The Committee agreed the progression of podiatric surgery annotation as outlined in paragraph 9.4.

Item 10 - Directive 2013/55/EU - the revised recognition of professional qualifications (RPQ) Directive (ETC 14/14)

10.1 The Committee received a paper for discussion from the Executive.

10.2 The Committee noted that since 2010 the existing Directive has been undergoing a review led by the European Commission. Directive 2013/55/EU (the revised Directive) was adopted at the end of 2013. This will need to be fully implemented by the UK Government and the HCPC by January 2016

10.3 During discussion the following points were noted;

- the HCPC has actively engaged in the consultation surrounding the revised Directive;
- the revised Directive introduces the European Professional Card. This will be available for certain professions on a voluntary basis. It will take the form of an electronic certificate issued under streamlined recognition procedures;
- the revised Directive will create an alert mechanism for all professions whose actions could affect patient safety; and
- the revised Directive will allow for a common set of knowledge, skills and competences that are needed to pursue a given profession through introducing common training frameworks.

10.4 The Committee discussed language requirements. It was noted that the revised Directive allows language checks or controls on EEA applicants who wish to access a profession which has patient safety implications. The Committee welcomed this strengthening of language controls, but noted that the Directive does not permit compulsory language testing.

10.5 The Committee noted the report.

Item 11 - Guidance for disabled people wanting to become health and care professionals - Research (ETC 15/14)

11.1 The Committee received a paper for discussion from the Executive

11.2 The Committee noted that, at its meeting on 7 March 2013, it agreed plans for reviewing and revising guidance for disabled people interested in training to become a HCPC registered health and care professional.

11.3 During discussions the following points were noted;

- Coventry University were commissioned to carry out research with disabled students, educators, admissions staff and staff in disability services to inform changes to the guidance;
- themes that impacted on the experiences of students were identified as general attitudes to disability, the issues involved in disclosure of a disability and the ambiguity of 'reasonable' adjustment;
- research suggested that the guidance should be available in a range of different formats to allow maximum accessibility;
- students identified a need to update the case examples to them to make them more contemporary. Real life case studies of named people were also suggested; and

- the Executive has revised the timescales to allow for more time for the revisions and to ensure that the public consultation does not coincide with the academic summer break.
- 11.4 The Committee discussed the research report, and noted that it was a very comprehensive piece of work. The Committee noted that the case studies were insightful and useful to the review. It was noted that following the consultation, the Communication Department will consider what resources should be made available on the website.
- 11.5 The Committee discussed disclosure of disabilities. It was noted that it can prove challenging for education providers to get students to declare any disability for fear of stigma and implications on employability. The Committee agreed that this was an area which required focus.
- 11.6 The Committee noted the report.

Item 12 - Consultation on standards of proficiency for practitioner psychologists (ETC 16/14)

- 12.1 The Committee received a paper for discussion/approval from the Executive.
- 12.2 The Committee noted that, following a review of the standards by the British Psychological Society and further input from two practitioner psychologist partners and the psychologist member of Council, the HCPC is ready to consult publicly on the draft standards of proficiency for practitioner psychologists.
- 12.3 The Committee agreed to recommend the draft standards of proficiency for practitioner psychologists and the text of the consultation paper to Council for approval (subject to minor editing changes and formal legal scrutiny).

Item 13 - Outcomes of the consultation on proposed profession-specific standards of proficiency for hearing aid dispensers (ETC 17/14)

- 13.1 The Committee received a paper for discussion/approval from the Executive.
- 13.2 The Committee noted that, following a review of the standards by the professional body for hearing aid dispensers the HCPC publically consulted on the draft standards of proficiency for hearing aid dispensers between 13 January and 4 April 2014.
- 13.3 The Committee noted that the advice of two hearing aid dispenser visitor partners was sought in preparing the consultation analysis and proposed standards.

- 13.4 The Committee discussed the breakdown of responses by respondent type table contained with the consultation analysis document. It was agreed that due to the small numbers involved, displaying figures as statistics was not beneficial and should be removed.
- 13.5 The Committee agreed to recommend the revised standards of proficiency for hearing aid dispensers and the text of the consultation analysis document to Council for approval (subject to minor editing amendments and formal legal scrutiny).

Item 14 - Outcomes of the consultation on proposed profession-specific standards of proficiency for paramedics (ETC 18/14)

- 14.1 The Committee received a paper for discussion/approval from the Executive.
- 14.2 The Committee noted that, following a review of the standards by the professional body for paramedics the HCPC publically consulted on the draft standards of proficiency for paramedics between 21 October 2013 and 31 January 2014.
- 14.3 The Committee noted that the Executive sought the advice of the paramedic member of the Education and Training Committee in preparing the consultation analysis and proposed standards.
- 14.4 The Committee agreed to recommend the revised standards of proficiency for paramedics and the text of the consultation analysis document to Council for approval (subject to minor editing amendments and formal legal scrutiny).

Item 15 - Threshold level of qualification for entry to the Register (ETC 19/14)

- 15.1 The Committee received a paper for discussion/approval from the Executive
- 15.2 The Committee noted that arguments have been made by stakeholders that the threshold level of qualification required for entry to the Register (specified in SET 1) should be changed for operating department practitioners and for paramedics
- 15.3 During discussions the following points were noted;
- in 2013 the Council of Deans of Health published a position statement arguing that the threshold level for entry to the operating department practitioner profession should be increased to a BSc (Hons) degree;
 - in recent years there has been a move to develop more education and training for paramedics in higher education, although a small number of approved programmes are still delivered by ambulance service trusts and private providers;

- the latest edition of the curriculum guidance published by the College of Paramedics recommends BSc (Hons) degree level provision in England, Wales and Northern Ireland and Non honours degree level provision in Scotland from the 2015-2016 academic year; and
 - there are currently 49 approved programmes leading to eligibility for registration as a paramedic, 83% of which are delivered at above the level specified in SET 1. The majority of operating department practitioner courses are delivered at the current threshold.
- 15.4 The Committee discussed the implications of raising the threshold level of qualification for a profession. It was noted that a move towards degree level entry could have resource implications for an education provider and that the justification for the raising of the threshold needed to be clear and focused on public protection.
- 15.5 The Council discussed the executive recommendation with regards to the review of SET 1 for operating department practitioners and paramedics. The Committee agreed that it should consider changing the level specified in SET 1 for paramedics first, given that the vast majority of pre-registration paramedic programmes are now delivered above the existing threshold level.
- 15.6 The Committee agreed that it would consider the review of SET 1 for operating department practitioners following the completion of the review of SET 1 for paramedics.

The Committee noted the following items:

Item 16 - Amendments to approval visit suggested agendas to include a mandatory meeting with service users and carers (ETC 20/14)

Item 17 - Review of the process of annual monitoring of practitioner psychologist and hearing aid dispenser pre-registration education and training programmes (ETC 21/14)

Item 18 – Any other business

18.1 There was no further business

Item 19 – Date and time of next meeting

Thursday 11 September 2014, 10.30am

Chair Joy Tweed

Date 11/09/2014