

Education and Training Committee, 20 November 2014

Policy and Standards – update and activities in 2015-2016

Executive summary and recommendations

Introduction

The Policy and Standards Department workplan for 2014-2015 was agreed by the Council at its meeting in March 2014. An update of progress against the workplan is attached.

The departmental activities which are likely to form part of the 2015-2016 workplan and which fall within the Committee's remit are also outlined.

Decision

This paper is for discussion. No decision is required.

Background information

The Policy and Standards Department workplan for 2015-2016 will be discussed and agreed by the Council at its meeting in March 2015.

Resource implications

None

Financial implications

None

Appendices

None

Date of paper

7 November 2014

Project area	Objectives / description	Update
Developing and maintaining the existing business		
Review of the standards of proficiency for 15 professions	To continue to review, consult on and roll-out revised standards of proficiency.	<ul style="list-style-type: none"> • The standards for 12 out of the 15 professions included in this review have now been re-published. • Standards for biomedical scientists and clinical scientists have now been agreed and will be published in December 2015. • Standards for practitioner psychologists are on course as per plan for publication in early 2015-2016.
Review of the standards of conduct performance and ethics	To review the standards of conduct, performance and ethics.	<ul style="list-style-type: none"> • Four of the five PLG meetings have now taken place with a further meeting in December 2014. • The Education and Training Committee and Council will be asked to agree to consult on draft standards at their meetings in March 2015.
Review of the standards of education and training	To review the standards of education and training.	<ul style="list-style-type: none"> • The Education and Training Committee agreed an outline workplan and scope for the review of the standards of education and training at its meeting in September 2015.
SET 1 for paramedics	To consider reviewing the level specified in SET 1 for paramedics.	<ul style="list-style-type: none"> • The Committee considered papers on this topic at their meetings in June and September 2014. • The Committee to be kept updated about developments in the work of stakeholders in this area.

Guidance for disabled people wanting to become health and care professionals	To revise and rewrite the guidance: 'A disabled person's guide to becoming a health professional.'	<ul style="list-style-type: none"> • We are currently consulting on draft guidance. • Sign-off of consultation analysis and final guidance is due in March 2015 (or June 2015 dependent on number of responses and extent of revisions required).
Annotation of qualifications in podiatric surgery	To annotate the Register with qualifications in podiatric surgery.	<ul style="list-style-type: none"> • We are currently consulting on draft standards for podiatric surgery. • Sign-off of consultation response analysis and final standards is due in March 2015 (or June 2015 dependent on number of responses and extent of revisions required).
CPD sample profiles	To produce joint-badged sample profiles for the website.	<ul style="list-style-type: none"> • Sample profiles, joint badged with a professional body, have been published for every part of the HCPC Register. • A small number of additional profiles are under development – for example, for additional domains of the practitioner psychologists part of the Register. • This is a 'reactive' piece of work – i.e. the work that is required depends on whether we receive draft profiles from the professional bodies.
Guidance for employers on making FTP referrals	To develop guidance for employers on when to refer information to the Fitness to Practise Department.	<ul style="list-style-type: none"> • This is a joint piece of work with the Fitness to Practise (FTP) Department. • An employer survey ran between June and August 2014 to gauge the level of awareness about the FTP process amongst employers and to gather feedback on existing sources of information. • Telephone interviews were conducted with employers who had had recent experience of the FTP process.

		<ul style="list-style-type: none">• We are currently considering amendments to the brochure 'Information for employers and managers – The fitness to practise process'. Sign-off of a revised version of this publication is currently planned for February 2015.
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Project area	Objectives / description	Update
External policy changes		
Law Commission reforms and regulation of new professions or occupations	Legislative reforms. Regulation of further professions / occupations.	<ul style="list-style-type: none"> • The Executive continues to engage with Department of Health work to develop legislation in response to the Law Commissions' recommendations and draft Bill. • It is proposed that public health specialists from non-medical backgrounds should be brought into regulation by the HCPC. The HCPC has responded to the Department of Health consultation on how this should be delivered. • Development work and consultations required on: standards of proficiency; amendment of SET 1; registration cycle; and grandparenting criteria for public health specialists expected in 2015 (TBC). • The report of the working group set up to look at the issues around regulation of herbal medicine (practitioners and medicines) is due to report to ministers before the general election next year.
Mid Staffordshire NHS Foundation Trust Public inquiry	To assist in delivering the HCPC's actions as a result of the public inquiry.	<ul style="list-style-type: none"> • The Council considered an update report outlining progress against its action plan. A further progress report is due in September 2015 after which any outstanding actions will be delivered as part of 'business as usual' reporting.
Professional indemnity	To participate in work to introduce a statutory requirement for registrants	<ul style="list-style-type: none"> • We have published FAQs and guidance on the requirement for registrants (not social workers in

	to have professional indemnity.	<p>England) to have professional indemnity arrangements in place.</p> <ul style="list-style-type: none"> • We have consulted on amendments to the registration and fees Rules to introduce declarations for professional indemnity. The outcomes are being considered at this meeting. • This project is expected to be completed by the end of 2014-2015, pending timely passage of the necessary Rules.
Continuing fitness to practise	A series of research projects to explore revalidation for the HCPC.	<ul style="list-style-type: none"> • Durham University research looking at measuring professionalism will conclude in May 2015. • QA research has been commissioned to undertake the CPD 'perceptions and experiences' study, which is due to conclude in June 2015. • The Department of Health is in the process of commissioning a research team to look at the impact, costs and benefits of our approach to continuing fitness to practise. Commencement is expected in January 2015 with completion a year later.
European policy	To ensure that the HCPC understands the implications of changes to the professional qualifications directive.	<ul style="list-style-type: none"> • The Executive continues to feedback to the Department of Health and Department of Business, Innovation and Skills as part of the Government's work to implement the revised professional qualifications directive. • A cross-departmental project team will be established later this financial year to ensure that the HCPC is ready for implementation in January 2016. This will include changes to systems and processes and some policy

		decisions by the Education and Training Committee and the Council may be needed.
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Project area	Objectives / description	Update
On-going activities		
PSA performance review	To co-ordinate HCPC's performance review submission.	<ul style="list-style-type: none"> • The performance review process for 2014-2015 has begun. The Executive will make its submission to the PSA in November 2014. • The PSA has begun to review the performance review process and may consult on proposed changes in the coming year.
Review of final hearing fitness to practise decisions	Review of final hearing decisions.	<ul style="list-style-type: none"> • The Department is involved in auditing a sample of final hearing decisions to check for adherence to HCPC Policy. • A report on the audits of decisions from April to August 2015 will form part of a paper reporting on a range of fitness to practise audits at the December 2014 Council meeting.
Welsh language scheme	To monitor the implementation of the scheme and produce an annual progress report.	<ul style="list-style-type: none"> • The Welsh Language Commissioner is changing the way in which it 'polices' public bodies' adherence to the Welsh Language Act. • A 'standards investigation' of the regulators will take place in autumn / winter 2014, in which the HCPC and the other regulators will be asked to provide information to the Commissioner. The intention is that this will inform the Commissioner in deciding which standards should apply to the regulatory bodies against which HCPC will need to demonstrate on-going compliance.
Consultation process	To consider any improvements to the consultation process	<ul style="list-style-type: none"> • When we consult, we seek feedback on the process we have followed and how we can improve it. • The Executive has analysed the feedback we have received between

		2012-2014 and is considering whether there are any changes (for example, to the usability of the online survey tool) that we should make in order to improve the consultation process.
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Projects in 2015-2016 relevant to the role of the Education and Training Committee

The following provides a summary of the main projects in 2015-2016 which are relevant to the role of the Committee. This list may vary as workplans and budgets are finalised. The Policy and Standards Department workplan for 2015-2016 will be agreed by the Council at its meeting in March 2015.

Project	Summary of work required
<p>Review of the standards of proficiency for social workers in England</p>	<ul style="list-style-type: none"> • A review of these standards will commence from late spring / early summer (timed around the time of the conclusion of the first three years of visits to transitionally approved programmes). • A workplan will be presented at the Committee's meeting in March 2015. It is anticipated, however, that this will include gathering the feedback of a variety of different stakeholders including education providers, social work visitors and others. A public consultation would be required before implementation in the operational processes (i.e. via visits and through annual monitoring). • Completion of this work is anticipated in 2015-2016 (subject to subsequent ETC agreement of the workplan).
<p>Review of the standards of conduct, performance and ethics</p>	<ul style="list-style-type: none"> • Public consultation on revised standards (including planned consultation events with service users and carers). • Analysis of responses and amendments to the draft standards. • Publication and effective in January 2016.
<p>Review of the guidance on conduct and ethics for students</p>	<ul style="list-style-type: none"> • The guidance on conduct and ethics for students uses the existing structure of the standards of conduct, performance and ethics. • We plan to update this guidance in light of the changes to the SCPE. We plan to undertake some targeted activity with students and educators where possible to refine the draft. • Our plan is that a draft should be ready for sign-off for public consultation in March 2016.

Review of the standards of education and training	<ul style="list-style-type: none"> • Activities to gather stakeholder feedback. • Completion of research on interprofessional education and preparation for practice. • Commencement of Professional Liaison Group (PLG).
Paramedic SET 1	<ul style="list-style-type: none"> • Actions required unclear at this stage. • Updates to Committee on work of Health Education England (HEE) to reform paramedic education and training in England. • Possible future papers on whether we should consult on changing SET 1 for paramedics.
Prescribing and medicines exemptions	<ul style="list-style-type: none"> • The Department of Health is working to introduce the ability for paramedics and radiographers to train to become independent prescribers; for dietitians to train become supplementary prescribers; and for orthoptists to train to access post-registration medicines exemptions. • The Executive is represented on the Department of Health steering group to deliver these changes. The current timetable would see introduction of legislation by the end of 2015 but this is subject to change. • As standards for independent and supplementary prescribing have recently been published, it is likely that no further changes are required. The introduction to the publication would just need to be updated. • Standards for the orthoptists exemptions (the equivalent of SET and SOPs) will need to be developed. At this stage we anticipate that we will develop these using the steering group and its sub groups. This was the approach used in developing the standards for prescribing prior to public consultation.
CPD perceptions and experiences CPD costs and benefits study (DH)	<ul style="list-style-type: none"> • Supporting both research teams to undertake this work – for example, providing data; attending meetings; signing-off topic guides and reports as required. • Papers for the Education and Training Committee and the Council. • With reference to the CPD perceptions and experiences study, this may indicate areas in which we might want to improve the guidance or other materials we

	publish. A workplan may therefore be developed for delivery in the following year.
Regulation of public health specialists from non-medical backgrounds	<ul style="list-style-type: none"> • The work required in this area is dependent upon a policy decision by the Department of Health about who should become the statutory regulator. The timetable for this work is dictated by the legislative timetable. At present there is intent to have legislation in place before the general election in May 2015, with the Register opening in late 2015, or, given recent delays, more likely in early 2016. • Participation in project team (due to be led by the Director of Policy and Standards) • Work required (which falls within the remit of the Education and Training Committee) <ul style="list-style-type: none"> - Development and consultation on standards of proficiency - Consultation on amending SET 1 for the new profession - Development and consultation on high-level 'criteria' for grandparenting - Consultation on amendments to the Rules to set the renewal cycle for the new profession
Review of returners to practice requirements	<ul style="list-style-type: none"> • Helen Townley, recently on placement with us from the Australia Health Practitioner Regulation Agency (AHPRA), undertook a 'rapid appraisal' for us of the returners to practice requirements which have been in place since 2006. The overall conclusions in the report did not indicate that radical change was required, but did indicate that some improvements, such as changes to guidance, might be helpful. • The Executive is currently considering the work that might be required and further work may be identified for 2015-2016. Completion of further work in this area next financial year will, however, be subject to other departmental priorities.
2014-2015 Consultations	<ul style="list-style-type: none"> • At present, the analysis of the responses to these consultations are expected to be considered at the March 2015 meetings. However, this is dependent upon the number of responses received and the extent of the revisions required, so they may form part of the Committee's business in 2015-2016.
<ul style="list-style-type: none"> - Standards for podiatric surgery - Guidance for disabled 	

<p>people wanting to become health and care professionals</p> <ul style="list-style-type: none"> - Standards of proficiency for practitioner psychologists 	
<p>European policy</p> <p>In early 2015 a project team will be established to deliver implementation of the revised Professional Qualifications Directive (PQD) for January 2016.</p>	<ul style="list-style-type: none"> • Participation in project team. • Continued meetings with organisations including the Department of Health, other regulators and the European Commission. • Updates and papers for discussion / approval on specific policy issues as necessary.