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## Standards of conduct, performance and ethics review: planning

Paper purpose – For discussion

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ELT sponsor – Naomi Nicholson, Executive Director of Professional Practice and Insight

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### Executive Summary

The presentation provides an overview of the planned approach to the review of the [Standards of conduct, performance and ethics](#) and associated guidance. It discusses the purpose of the review, the activities expected to be carried out – including stakeholder engagement – the proposed timeline and the expected the scope of the review.

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Decision	ETC are asked to reflect upon the proposed approach to the review of the Standards of conduct, performance and ethics and to set out their perspective on the proposed approach and advise of any potential concerns.
Next steps	Following discussion with ETC, the presentation will be delivered to Council in July. Following stakeholder engagement, a draft consultation document will be presented to ETC in September.
Strategic priority	<p>Strategic priority 2: enable our professions to meet our standards so they can adapt to changes in health and care practice delivery, preventing harm to service users.</p> <p>Strategic priority 4: we regulate, take and communicate decisions which are informed by a deep understanding of the environment within which our registrants, employers and education providers operate.</p>
Financial and resource implications	Any additional resource or financial implications associated with this work will be discussed at a later stage in the planning process.

EDI impact The Standards of conduct, performance and ethics will impact HCPC processes and our stakeholders. Included in the planned activity is the completion of a detailed EIA and continuous consideration of the possible impact of any proposed changes to any person with protected characteristics.

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ETC Standards of Conduct Performance and Ethics –  
review planning discussion

# Standards of Conduct Performance and Ethics – review planning discussion

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## About today's discussion

We would like to discuss the upcoming review of our Standards of conduct, performance and ethics (SCPEs) - the approach that we are proposing to take and consultation process.

We would like your perspectives on:

- Whether the scale of the proposed approach is suitable
- Are there any specific areas of concern and have these been reflected within the proposed approach

We will:

- recap the SCPEs
- review the recent changes to HCPC Standards including the Standards of proficiency and how these have informed our approach
- present areas of focus and possible change
- present a proposed timeline of delivery, and our plan for stakeholder engagement.

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## Recap: SCPEs

The SCPEs set out, in general terms, how we expect our registrants to behave.

They outline what the public should expect from their health and care professional.

They help us to make decisions about the character of professionals who apply to our Register.

They are used if someone raises a concern about a registrant's practice. When things go wrong, they help us to decide whether it is necessary to take action.

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## Recap: SCPEs

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Standards of  
conduct,  
performance  
and ethics  
(SCPEs)

1. Promote and protect the interests of service users and carers
  2. Communicate appropriately and effectively
  3. Work within the limits of your knowledge and skills
  4. Delegate appropriately
  5. Respect Confidentiality
  6. Manage risk
  7. Report concerns about safety
  8. Be open when things go wrong
  9. Be honest and trustworthy
  10. Keep records of your work
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## **Recap: recent changes to HCPC Standards of proficiency**

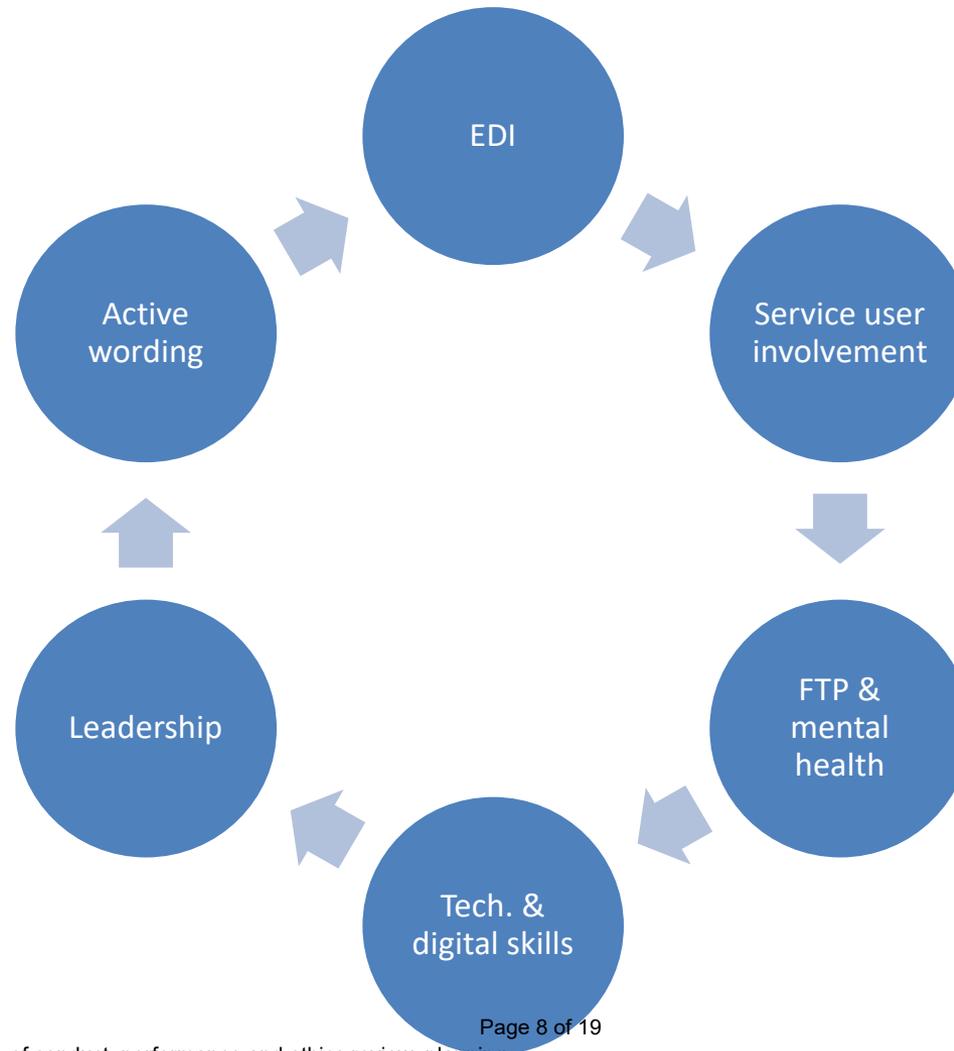
### **Common Standards**

In March 2022, Council approved new Standards of proficiency for all of our professions. These will become effective on 1 September 2023 for all of our registrants. The Standards of proficiency set the level that registrants need to meet at the point they join the register.

Each of our professions' Standards have changed in different ways, but all of our professions now have a shared set of common Standards of proficiency which they must meet.

The common Standards have been changed in seven key ways

## Changes to the common Standards



# Recap: recent changes to HCPC Standards of proficiency

## Common Standards

### EDI

- Significant expansion in the number of Standards relating to EDI
- New duties to understand unconscious bias and intersectional impacts

### Promote public health

- Like other health and care professionals, registrants play a proactive role in promoting good health

### Service user involvement

- Helping service users play an active role in their own health
- A more developed understanding of consent

# Recap: recent changes to HCPC Standards of proficiency

## Common Standards

### Health and FTP

- Registrants need to understand how their mental health may impact on their ability to practise.
- A compassionate approach to regulation

### Technology

- Registrants need to understand how to use new technology in the delivery of care.
- Understand that new technology comes with new risks, including confidentiality.

### Leadership

- Leadership is not just about management
- All registrants are autonomous professionals and understand the importance of leadership

### Active wording

- New wording throughout the Standards makes clear that registrants need to do more than understand the importance of their Standards.
- Registrants are autonomous professionals

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## Scope of the review

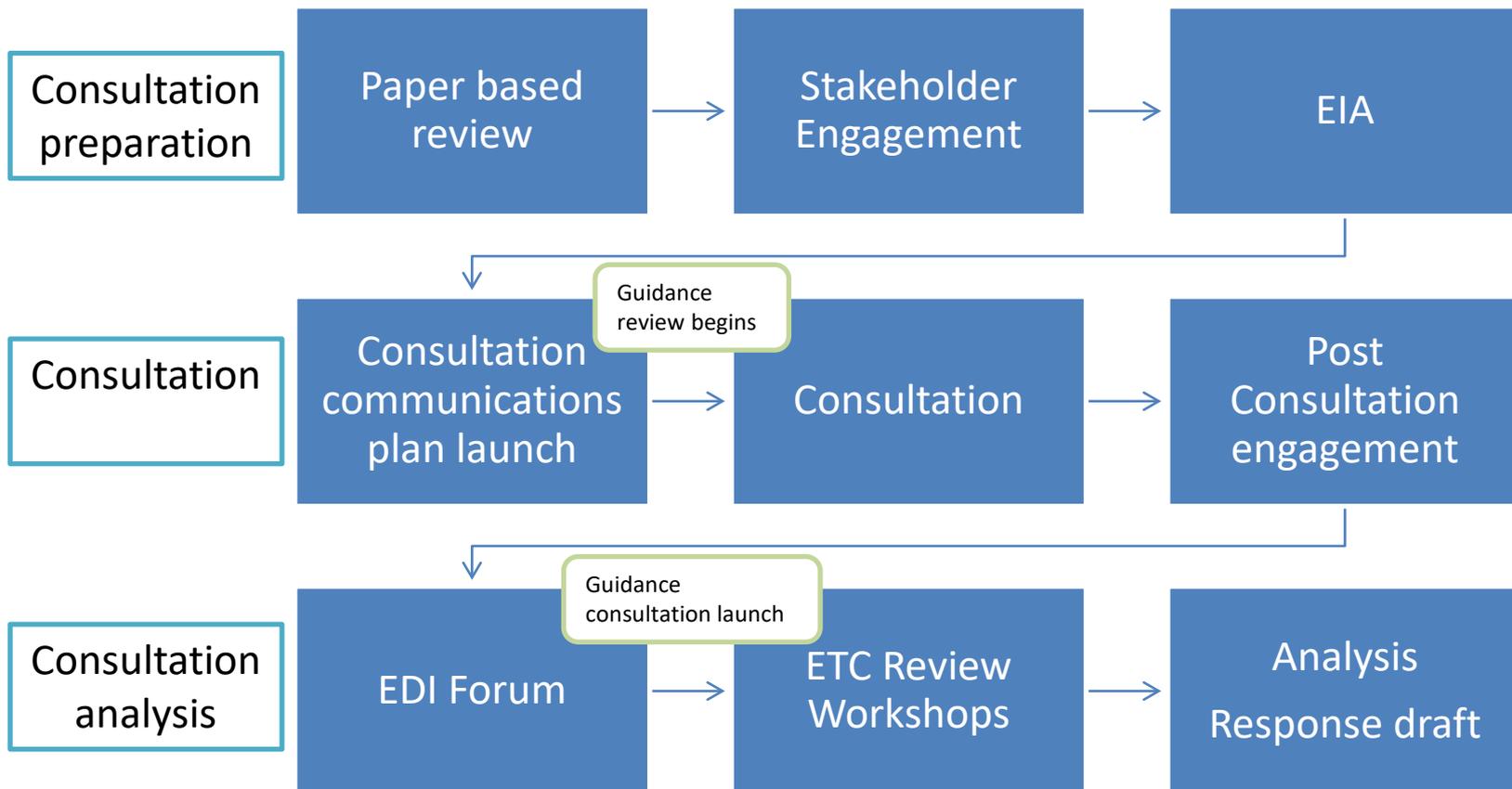
### Consultation phase 1

- Ten Standards of Conduct Performance and Ethics

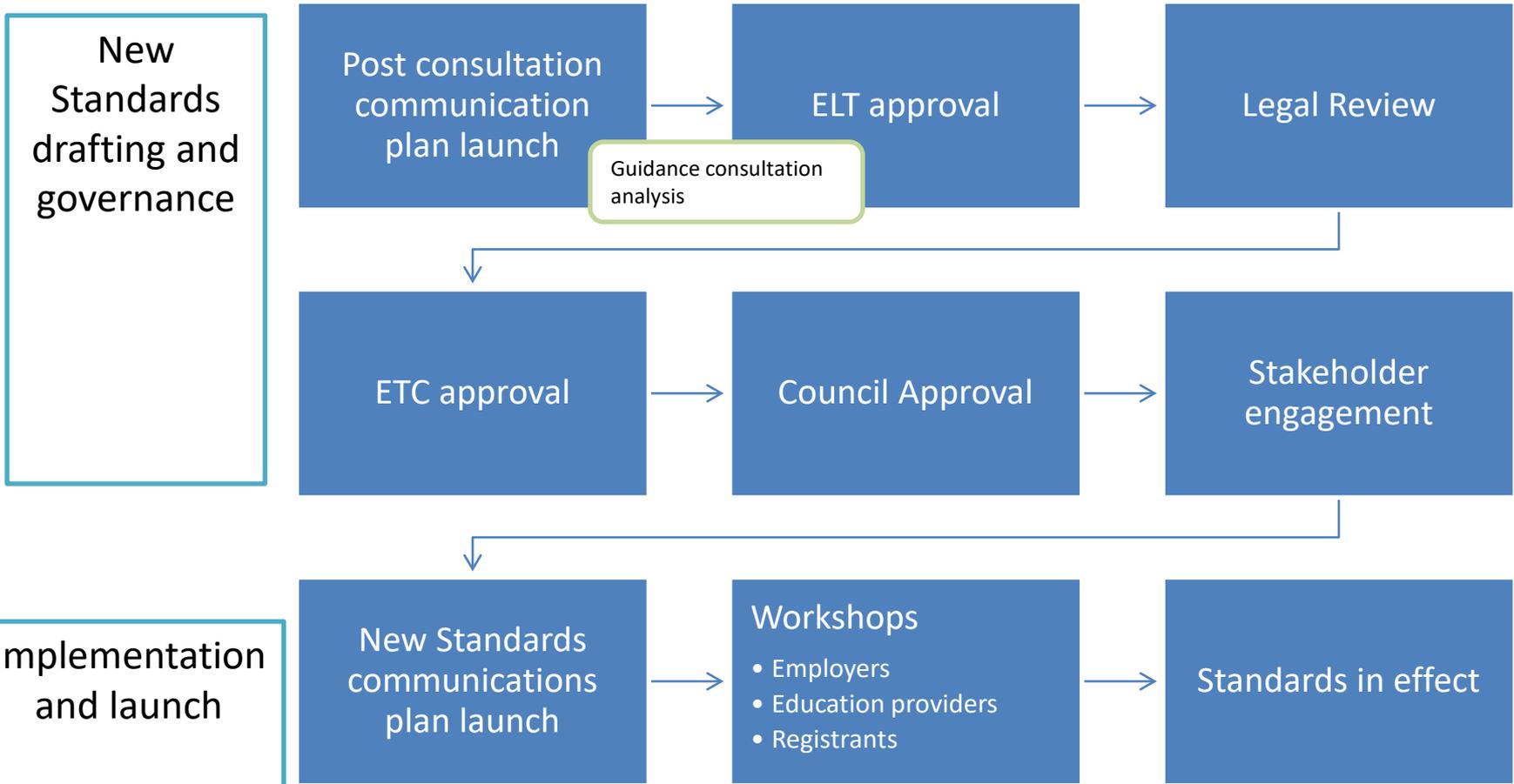
### Consultation phase 2

- Standards in practice guidance
  - Social Media
  - Consent
  - Duty of Candor
  - Safeguarding

## Proposed activities of SCPEs review – pre consultation



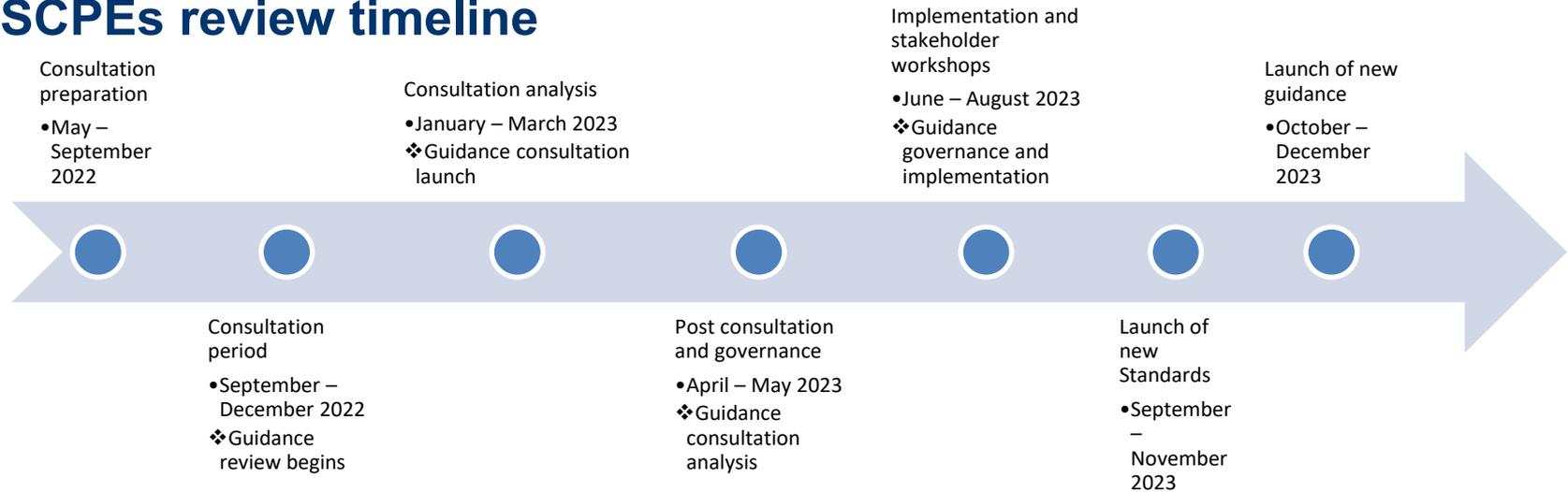
## Proposed activities of SCPEs review – post consultation



# Proposed timeline to consultation



## SCPEs review timeline

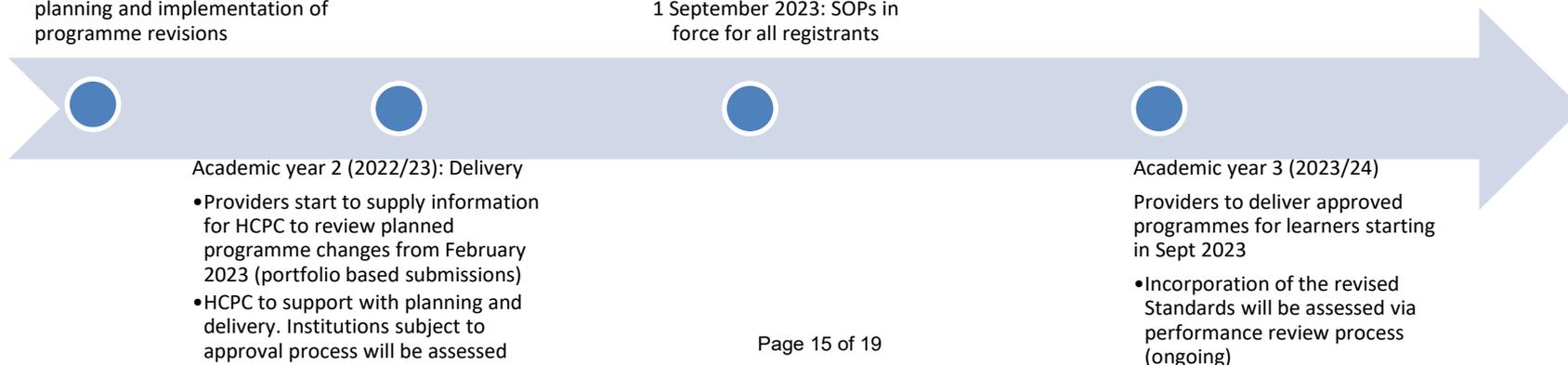


## SOPs review timeline

Academic year 1 (2021/2022):  
Planning

- SOPs HCPC to support with planning and implementation of programme revisions

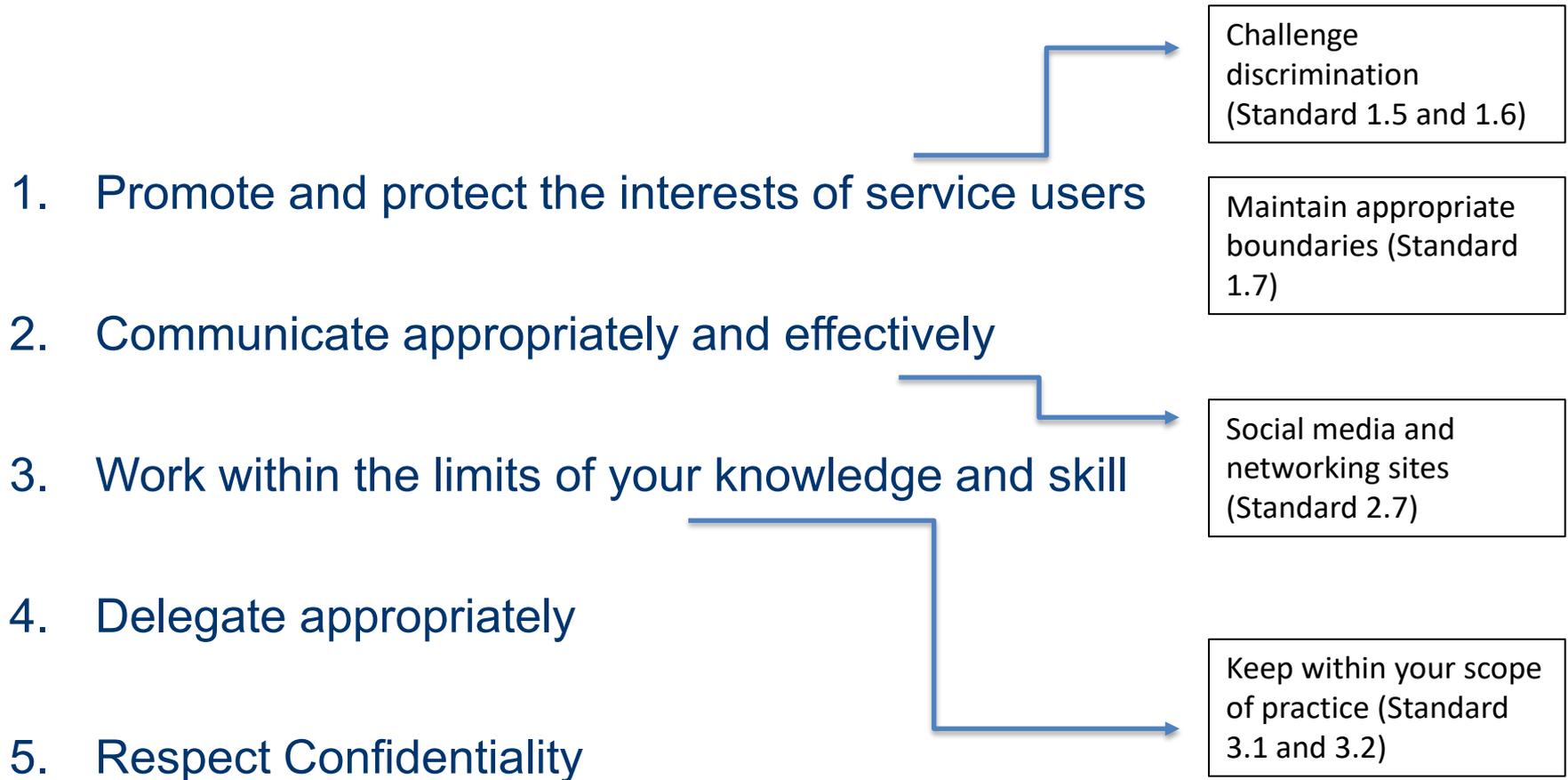
1 September 2023: SOPs in force for all registrants



## Overview of planned stakeholder engagement



## SCPEs possible changes



## SCPEs possible changes

6. Manage risk
7. Report concerns about safety
8. Be open when things go wrong
9. Be honest and trustworthy
10. Keep records of your work



Openness with service  
users and carers  
(Standard 8.1)

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ELT Standards of Conduct Performance and Ethics –  
review planning discussion

# Thank you!