

EXECUTIVE SUMMARY AND RECOMMENDATIONS

INTRODUCTION

1. Currently Attendance Allowances are paid to partners when they attend our premises, or other nominated premises, to perform professional work on our behalf. Normally the rate is £130 per day or £530 per day for Medical or Legal Assessors.

A number of partners have requested that they also be paid for preparation time prior to the meeting they are attending. Up until now, we have not acceded to this request as the allowance is an "attendance" allowance.

The allowance is paid when we request the partner to attend to work (including training). If the partner attends an event (e.g. a listening or consultation event) of his own free will, he is not paid the allowance. Similarly if he is invited to something (e.g. the Partners' Conference) but is not compelled to attend, he is not paid the allowance.

2. Registrant Assessors are normally paid by case (£65). This sum is payable whether the case be simple or complicated. There are now Tests of Competence in a number of cases, which need to be undertaken. These were not originally envisaged at the high levels currently being experienced and were not budgeted. The assessors have been informed that they are again being paid £65 per case.

DECISION

- 1 The Committee is asked to advise whether we should pay for preparation time.
- 2 The Committee is asked to note that there will be an adverse variance of about £12,000 in respect of this (for the period up to the end of September).

BACKGROUND INFORMATION

None

RESOURCE IMPLICATIONS

None

FINANCIAL IMPLICATIONS

Additional costs for Tests of Competence are approximately £12,000 until the end of September (see supporting schedule).

BACKGROUND PAPERS

See attached correspondence and cost schedule

APPENDICES

None

PKHB/Forster01

25th May 2004

Mr G Forster
6 Greyfriars Close
Solihull
West Midlands
B92 7DR

Dear Mr Forster

Committee Members – Attendance Fees

Thank you for your recent letter addressed to Marc Seale, which has been forwarded to me for reply.

The Health Professions Council pays a number of fees or attendance allowances for work done by partners. These range from £65 per case for a registrant assessor to £130 per day for most attending committees and a higher rate for legal and medical assessors. Council members also receive a daily rate of £260 but only when they are working in their capacity as Council members.

I am therefore surprised that you quote a £65 day rate.

Nonetheless the normal attendance allowance is £130 per day. It is for attendance and consequently at present we are only authorised to pay that, i.e. we do not currently pay for preparation time. Again this is the same across the board.

However as we develop systems and procedures, we are open to suggestions and to reviewing our policies. I am therefore bringing your points, and similar ones raised by others, to the Finance & Resources Committee at its June meeting.

I would hope to get back to you in due course. Please note that if the policy is changed in any way it would be unlikely that it would be retrospective.

I hope this helps. By all means contact me again if you wish to discuss this further.

Yours sincerely

PAUL K H BAKER FCA FCMl
Finance Director

→ PB
10 MAY 2004

6 Greyfriars Close,
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West Midlands,
B92 7DR.

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e-mail: forsterg@madasafish.com

6th May 2004

Dear Mr Seale

Committee Members - Attendance Fees

As we broke up from the Investigation Committee last week one member commented upon the time spent reading the advance papers. The responses to this comment ranged from a day for reading two cases to mine at six hours for reading three cases and about two hours for an initial scan of the first two cases.

I commented that nowhere would an organisation get a day's work from people of this calibre for £65 - which for many occupations is lower end of the hourly rate! This drew the comment that we could charge for preparation time. I had not understood that to be the case from the papers I have received. Moreover, the words 'attendance fee' suggest that only the time spent attending at the Committee was recoverable.

If Hpc is prepared to meet the cost of preparation time that would go some way towards redressing the attendance fee which is so out of kilter from those of other professional bodies eg GMC £306 in 2003, GDC £250 (subject to review 2003), ACCA £300; each per day irrespective of preparation time.

Would you please clarify for all concerned whether or not Hpc is prepared to meet the cost of preparation time bearing in mind that for both professional and lay members they have to give up what amounts to their free time to undertake their preparation. Better still, I have to say, would be a flat rate inline with other professional bodies which would avoid unfairnesses of time spent by quick and slower readers. Moreover, this solution would appear to give more comfort to Hpc rather than wondering about how much time was actually spent reading the case papers.

I shall be grateful if you would give consideration to these issues and I look forward to hearing from you.

Yours sincerely


Graham Forster

Mr M Seale
Chief Executive and Registrar
Health Professions Council
Park House
184 Kennington Park Road
London SE11 4BU

PKHB/Stansfield01

25th May 2004

Professor Jois Stansfield
Department of Psychology and Speech Pathology
Manchester Metropolitan University
Elizabeth Gaskell Campus
MANCHESTER
M13 0JA

Dear Professor Stansfield

Expenses as self employed partner for the Health Professions Council

Thank you for your recent letter, which has been forwarded to me for reply.

The Health Professions Council pays a number of fees or attendance allowances for work done by partners. These range from £65 per case for a registrant assessor to £130 per day for most attending committees and a higher rate for legal and medical assessors. Council members also receive a daily rate of £260 but only when they are working in their capacity as Council members.

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PAUL K H BAKER FCA FCFI
Finance Director

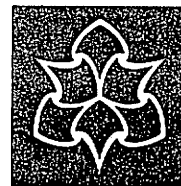
cc Miss Eileen Thornton (Chairman – Education and Training Committee)
Miss Niamh O’Sullivan (Council Secretary)

Faculty of Community Studies, Law & Education

Department of Psychology and Speech Pathology

Ref: JS/hpc

28.4.04



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P Banister
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Dear Sir

Expenses as self employed partner for the Health Professions Council

I recently submitted a claim for the time taken to prepare for and carry out an accreditation for the Health Professions Council in my position as what the Council deems to be a 'self employed partner for the Health Professions Council'. This included a carefully worked costing of the hours taken, as Chair of the panel, to undertake this work, including the reading and preparation time, pre-meeting of the Panel, the actual accreditation event and the writing of the report.

The total time taken was 31 hours, all of which was done in my own time, and which I rounded down to the equivalent of 4 days. I did not claim for travelling time. If my employer were to bill for my time, HPC would be looking at a bill for around £80 per hour for ALL of the hours worked.

I was amazed to be told that HPC does not consider preparation time worth paying for. I realise that HPC is changing the approach to accreditation of courses, however I understand that professional involvement is still considered to be important in any new process. In view of the clear direction that Partners are self-employed, it is essential that consideration is given to the entire implications of this, including payment for the entire workload. I have resubmitted a bill for the face-to face contact time only on this occasion, but it is unlikely that I would be prepared to be involved in future work unless there is a re-consideration of the approach to recognising the other elements of the workload involved in course scrutiny.

There is a considerable amount of goodwill involved in taking on such responsibilities and in order to maintain that goodwill from Partners, support is necessary by the Statutory Body.

Manchester Metropolitan University

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Please note that this letter is being sent from my work address as I am about to move house at the end of next week.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to be 'JSE', written in a cursive style.

Jois Stansfield EdD, MSc, RegMRCSLT
Professor of Speech Pathology

	Chiropody TOC's	Paramedic TOC's	Physio TOC's	All other Professions TOCs
Apr-04	7	0	6	0
May-04	7	0	5	0
Jun-04	8	0	2	0
Jul-04	17 (2 dates)	3	0	1 (OT)
Aug-04	17 (2 dates)	0	2	0
Sep-04	14 (2 dates)	1	0	0
Oct-04	TBC	TBC	TBC	TBC
Nov-04	TBC	TBC	TBC	TBC
Dec-04	TBC	TBC	TBC	TBC

TOTAL COST	9,100	520	1,950	130
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